

*Background*

Inspiration for the solution came from the personal experience of paying search fees for years and eventually becoming an executive recruiter. When buying the services the question was “What do these recruiting firms have that my staff doesn’t?” As an executive recruiter it morphed into “When will they realize they could do what we do?” The challenge was to develop a means of closing this gap.

Recruiting departments first appeared in the 1940’s. Although many changes and improvements have been made, the basic process remains the same. Most likely due to the profit motive, the commercial process developed two distinct advantages:

	<b>External Recruiting</b> <sup>1</sup>	<b>In-house Recruitment</b> <sup>2</sup>
Efficiency	Ensures <u>efficient</u> production by maximizing key player’s time with layers of support personnel	Strives for <u>self-sufficient</u> production, commonly referred to as end-to-end or full life-cycle recruiting
Proactivity	Strategically recruits ahead of demand by networking and prequalifying candidates	Reactive in nature; recruiting begins upon receipt of a requisition to hire

KG Tiger enables in-house recruitment to operate proactively with a high efficiency just like the best of external recruitment, but at a *fraction* of their expense.



*Empowers the in-house recruiter with the same infrastructure support enjoyed by top executive search and RPO firms.*

<sup>1</sup> Recruiting performed for an another organization for a fee (e.g. Search firm, RPO, etc.).

<sup>2</sup> Recruiting performed by an organization (company, non-profit, hospital, Government, etc.) for its own internal needs rather than as a source of candidates for a client.

## Objective

Save time, manage cost, and improve performance allowing the in-house recruiting function to evolve and transform.

To achieve the objective, the solution...

1. **Reduces workload** by performing generic (non-core) workflow tasks<sup>2</sup>
2. **Improves decision making** by delivering business intelligence research
3. **Expands productivity** by performing proactive functions that add value

## Delivery

**Generic workflow tasks** performed to reduce work volume

- ✓ Source qualified and interested candidates<sup>3</sup>
- ✓ Data support (*entry/management*)
- ✓ Reporting and compliance
- ✓ Phone-based administration (*e.g. scheduling interviews*)
- ✓ Clerical

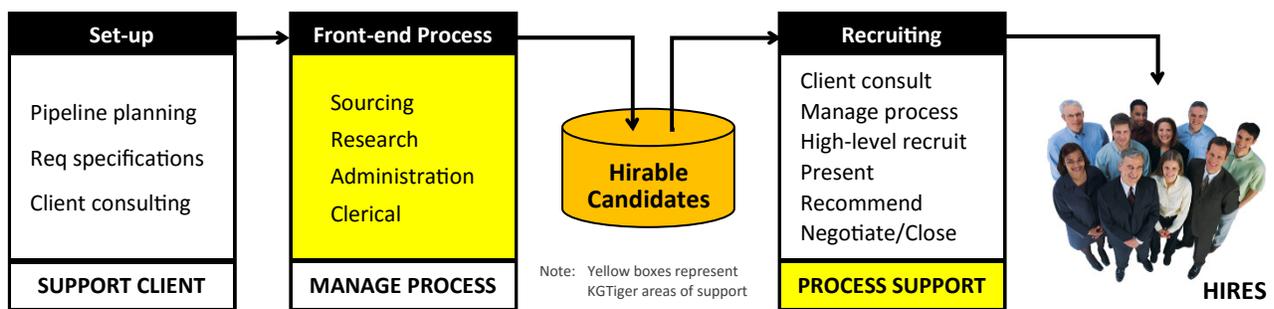


## Integrated Workflow Support (IWS)

Process to assume recruiting's non-core workflow and seamlessly perform it on a full-time basis. Once unattainable due to cost, IWS allows for redefining roles and responsibilities to achieve a desired future-state.

## Recruiting Process Support (RPS)

With RPS the client retains core competencies and ownership of the process (unlike the RPO model).



*Seamlessly integrates into the Recruiting and Hiring Process  
(as well as non-requisition and other organizational functions)*

<sup>2</sup> Non-core tasks are workflow aspects that are not necessarily required by a recruiter in fulfilling its value proposition to its client, that depletes time or energy needed for more significant activities, and are often done out of habit, comfort, or routine, but are not the best use of their time.

<sup>3</sup> Plan, identify, attract, evaluate, develop, and report (offered as an integrated process or à la carte)

## Business Intelligence Research to improve decision making

- ◆ Competitive intelligence *Gathering and analysis of competitor and market information*
- ◆ Talent Market *Provides market information supporting development of effective sourcing plans*
- ◆ Prospect generation *Call lists or resumes (also known as “names generation” and “names research”)*
- ◆ Operational research *Answers important questions that support organizational decision making*

## Proactive Value-Add Functions to expand productivity

Cost, awareness, and priority constraints have prevented CROs from using many proactive functions. Talent pipelining (*highlight follows*) and other productivity expanding services are now available tools.

### Talent Pipelining

This proactive strategy offers a continuous stream of qualified candidates in anticipation of filling critical and recurrent positions. Although highly leveraged by commercial firms, few CROs maintain networks in advance of demand.

Now there is an easy and affordable way for in-house recruiting to enjoy these benefits. The talent pipeline runs like an automatic utility that feeds natural resources into the system without requiring staff time or experience to operate.



*Almost unfair.*

### Key Features

- ✓ All necessary consulting, installation and support assures a successful implementation
- ✓ Configuration and utilization is determined by each client based on their needs and goals
- ✓ High scalability allows any size operation to benefit from this solution
- ✓ Includes proven best practices, templates, tools, and support for greater workflow efficiencies

### Benefits of an infusion of labor in a labor intensive operation

Removes constraints	<i>Invest sufficient time on key projects (like social media)</i>
Increases coverage	<i>Let's say you source from 15-20 colleges, why not expand reach to 50 or 100?</i>
Reduces risk	<i>Knowledge based decision making; eases the rush allowing time for accuracy</i>
Empowers technologies	<i>Realize potential by providing the constant time and effort required</i>
Enables change	<i>Resolves “slammed” allowing change initiatives to succeed</i>



If, by snapping my fingers, each member of your staff suddenly had several extra hours available each day...

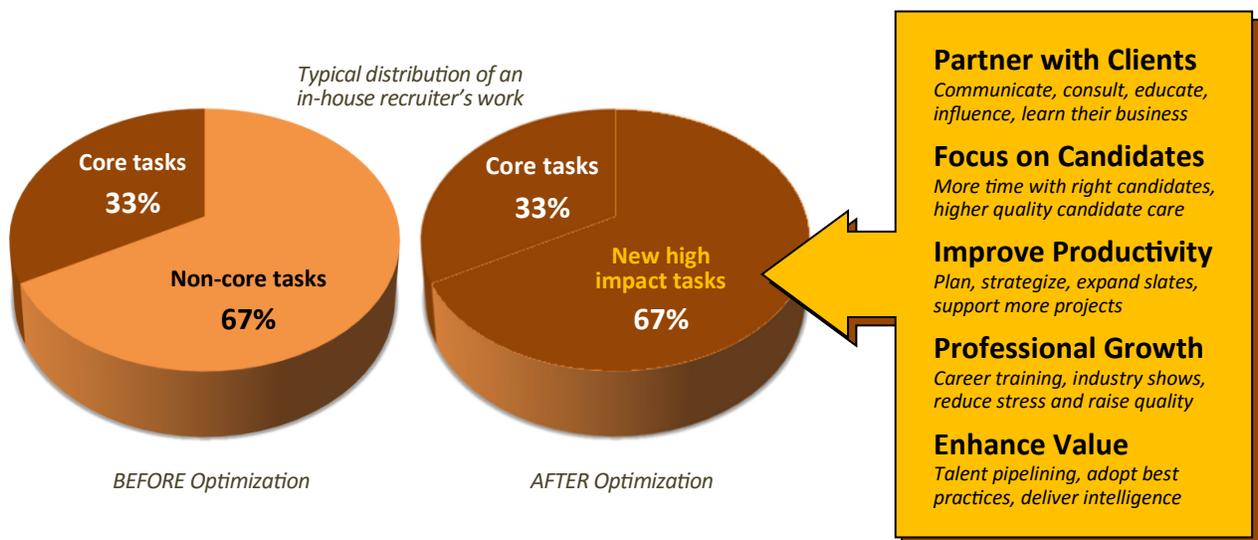
What value could they create with that time?

## The *Future* of In-house Recruiting

As other corporate functions continue to depend on time management and delegation techniques to support their efficiency and productivity, this remains an area of opportunity for in-house recruiting. Emphasis has been on improving effectiveness to drive **productivity**. A major change is coming as they begin to recognize the opportunities of improving **efficiency**. Thought leaders postulate, and strongly recommend, that in the future in-house recruitment will operate like the best RPOs.

### Optimization

Segmentation of job functions into discrete steps and then delegating the non-core work responsibilities to the lowest cost means of quality execution is an accepted best practice for efficient production of work. KGTiger offers an affordable turnkey solution to achieve this optimization.



### Key Benefits

- Save time** - Redirect saved staff time to high impact activities (see suggestions above)
- Manage cost** - Save, avoid, and/or reduce direct and indirect expenses
- Improve performance** - Reduce vacancies, increase internal efficiencies, and shrink TTH and CPH
- Expand services** - More choice, speed, quality, information, and options; Drive brand; Improve image

Optimization enables organizational change. Whereas virtually all functional areas of business operations have experienced the formal transformation processes, this opens the door for the recruiting process.

