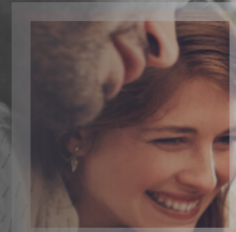


# TOTAL TALENT MANAGEMENT

## Plan-B™

Workspend Total Talent Management 'Plan-B' is a holistic approach to sourcing people to get jobs done that combines all available sourcing options.



### What is it?

**Freelancers and contingent workers play a pivotal role in helping organizations respond to changing demands.** For this reason, organizations are taking steps to leverage the contingent workforce that exists. With so many ways to get jobs done - and with fulfillment responsibilities split between HR, IT, recruitment, and procurement teams - how can you make sure your organization is making the best choices for each and every work task?

**Total Talent Management (TTM)** describes the implementing a uniform operational behavior to evaluate talent needs, design, operate, and review talent operations in such a way that combines all available sourcing options. These may include full-time employment, contingent workforce, gig working, tech automation, and micro-task outsourcing options.

We bring real value to the change program needed to achieve Total Talent Management by focusing on the outcome, not just the technology. Plan-B is about managing and resourcing change to transform your talent acquisition capability.

### How does it work?

**Plan-B is a program to first embed, then facilitate the provision of a Total Talent Management system:**

- The biggest inhibitor to change is how your organization is designed and how it thinks.
- Duties to source talent are split between multiple departments.
- Most resourcing decisions are driven at department level and don't follow any formalized triage process.
- To maximize value, sourcing decisions must start in the boardroom and follow a formal triage process.
- Weak governance leads to multiple systems, duplications in resourcing, and poor resourcing outcomes.

### Drivers:

You know you need Plan-B when:

- ✓ Your processes are not documented in a way that allows you to determine the proportion of jobs that are (1) fully automated, (2) partially automated, and (3) manual
- ✓ Resourcing decisions are being made largely at departmental level
- ✓ No uniform triage system exists to determine how best to get jobs done
- ✓ Your organization operates different approaches to full-time and contingent staffing
- ✓ No holistic understanding of the total cost of resourcing jobs to be done

**Get in touch to learn more.**

