

TOTAL TALENT MANAGEMENT

Workspend Total Talent Management (TTM) 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. TTM is about managing and resourcing change to transform your talent acquisition capability.

How does it work?

TTM 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 TTM 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.

