

# Is HR Outsourcing right for us?

## DURATION 2 Days

## PARTICIPANTS

HR managers and professionals who need to evaluate whether HRO is right for their company

## SUMMARY

The essential investment to make sure any strategic evaluation of HRO reaches the correct conclusion. Save thousands in misspent time and unnecessary advisor fees by learning upfront what HRO can and cannot do and what determines success. The course equips participants to assess the potential value of HRO, the likely risks and to decide what the optimum solution might be.

## TRAINING OUTCOMES

- Understand what HRO solution options are available.
- Be clear about the challenges and drawbacks of outsourcing.
- Evaluate and size the different types of “Process” opportunity.
- Understand how to carry out an effort assessment.
- Model the benefits and financials and identify hidden costs.
- Take into account the people impacts.
- Gauge business readiness and viability of outsourcing.
- Have a workable approach to stakeholder decision management.
- Conduct an Impact Analysis and Risk Assessment.
- Take a Reality check on costs, duration and difficulty of implementation.

## PROGRAMME

### **Solution Fit is Imperative**

- Industry Models
- Bad Press and real challenges
- Key Solution levers

### **Size the Opportunity**

- Scope the processes
- Assess the Effort
- Map the applications landscape
- Get to grips with the budget savings and cost avoidance

### **Business Readiness**

- Evaluate HR Skills
- Understanding Cultural Barriers
- The IT capability factor

### **Impact on Affected Staff**

- Transferring staff (ARD/TUPE)
- Redundancy or redeployment
- Consultation overview

### **Impact on Retained staff**

- Vendor Management
- Strategic skills
- Getting out of the blame game

### **The Reality of Implementation**

- Resources, timing and hidden costs
- Unique challenges
- Change Management

