



### Expand your talent management success without adding staff

When organizations are balancing growth with efficiency, dedicating resources to talent management functions can be difficult. The BirdDogHR Managed Services team is your expert resource in implementing a top talent management strategy, especially in the federal contracting, construction, engineering, manufacturing and supply industries. BirdDogHR Talent Assist services can be an extension of your HR and recruiting staff by offering a unique and customized combination of needs-based talent management services. A BirdDogHR software subscription is required for Talent Assist.

#### We Do It For You

Partner with an experienced Talent Management Consultant to customize the right combination of resources to meet the needs of your organization. Choose the talent management priorities that you would like to focus on in any combination of:

- ATS Administration
- Recruiting and Sourcing
- Recruitment Outreach Setup
- Onboarding Management Options
- Performance Management Options

#### Overall Benefits



**Focus on your strategy**



**Leverage flexible expertise where and when you need it**



**Improve the value of your software investment**



**Reduce head count and operations investment**



**Ensure compliance**



#### ATS Administration

BirdDogHR ATS software subscription is required

- Outsource the BirdDogHR ATS administration
- Project manage the BirdDogHR ATS implementation
- Expedite go-live with administrative resources
- Implement client administration best practices
- Build custom job applications
- Create requisition approval processes
- Expand referral networks
- Develop stages and dispositions
- Add new system users and train those users
- Enhance reporting



## Recruiting and Sourcing

BirdDogHR ATS software subscription is required

- Create a business strategy to identify and select the best practices for the acquisition of top diverse talent
- Focus on reducing hiring and recruitment costs
- Increase applicant flow and hiring speed
- Differentiate your company from the competition

- End-to-end recruit to hire process management

Includes some or all of the following:

- Unlimited job postings through the BirdDogHR network
- Custom career page integration
- Initial resume screening
- Post job openings
- Applicant phone screening
- Applicant scoring for each posting
- Proactive recruitment strategies
- Job posting optimization
- Reporting and analytics to drive strategy and performance
- Job market and salary analysis
- Direct sourcing
- Interview guidance
- Offer assistance
- Candidate reference checks
- Candidate background checks
- Candidate screening tests
- Diversity and compliance record keeping assistance



## Recruitment Outreach Setup

BirdDogHR ATS software subscription is required

- Create company profiles  
(Facebook, LinkedIn, Google+, Twitter, etc.)
- Manage company profiles  
(posts, pictures, videos, etc.)
- Manage social media reputation  
(Glassdoor, Indeed, Owler, etc.)
- Develop and maintain internal employee referral program
- Build external referral outreach groups



## Onboarding Management Options

BirdDogHR Onboarding software subscription is required

- Outsource the BirdDogHR Onboarding module administration
- Project manage the BirdDogHR Onboarding implementation
- Expedite go-live with administrative resources

- End-to-end onboarding process management

Includes some or all of the following:

- Simplify and streamline the paperwork completion process
- Create custom forms
- Create employee files
- Enhance form storage
- Administer screening tests
- Maximize compliance in the onboarding process



## Performance Management Options

BirdDogHR Performance Management software subscription is required

- Outsource the BirdDogHR Performance Management module administration
- Project manage the BirdDogHR Performance Management implementation
- Expedite go-live with administrative resources

- End-to-end performance management process management

Includes some or all of the following:

- Create evaluations
- Create competencies
- Set-up 360 reviews and delivery
- Create goals
- Develop performance improvement plan forms to provide framework for regular and routine coaching and employee development opportunities
- Set up succession plans

## Timeline and Delivery

The Talent Assist service can be purchased in the following packages:



### 6-month Subscription

- Ten hours dedicated to your talent management process for the first month
- Eight hours per month following the first month
- Unused hours do not carry over from one month to the next
- **50 hour maximum**



### Annual Subscription

- Ten hours dedicated to your talent management process for the first month
- Eight hours per month following the first month
- Unused hours do not carry over from one month to the next
- **98 hour maximum**

### A Talent Assist Engagement includes:

- Kick-off call
- Scoping session to review needs, establish key outcomes, and set up communication schedule based on hours purchased for engagement
- The BirdDogHR Consultant begins working the project under your direction. Hours and results are tracked and reported on weekly throughout project
- At the end of the engagement, a project summary will be presented along with best practices moving forward

The start date for your project will be determined by you and your project manager. A weekly report will be delivered with the number of hours used each week. At the end of the engagement, a final report will be delivered and presented with the results, reports and recommendations.

### A 2013 survey conducted by the Society for Human Resources Management pinpointed the six most common reasons why businesses increasingly rely on outsourcing:

1. Save money
2. Focus on strategy
3. Improve compliance
4. Improve accuracy
5. Gain access to HRO expertise
6. Take advantage of technology

SHRM

BirdDogHR offers integrated talent management software and managed services including recruitment and applicant tracking, onboarding, social collaboration, learning management, performance and goal management and succession. Ask your account executive for more details or visit us online at [www.birddoghr.com](http://www.birddoghr.com).

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