



Telecommunications

Contingent Workforce
Programme Delivery
Example

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Example: Contingent Workforce Problem Statement

- ❑ Limited Savings reported due to no Procurement Category Management or savings capture methodology.
- ❑ HR rules weren't communicated properly (not understood locally)
- ❑ Limited spend visibility on Workforce Suppliers (spend mis- categorisation)
- ❑ No engagement guidance (process, control, governance)
- ❑ No Visibility of the Contingent Workers (who is on site, for how long, doing what reporting to...)
- ❑ No Enabling technology (source / find, engage, manage on and off board)

Example: Contingent Workforce Journey

- ❑ Executive sponsorship – Business case to change.
Convincing the C-Suite, that there is a better way to manage
- ❑ Understanding the current state
 - ❑ Global (Policy, principles, definitions, tools, process)
 - ❑ Global Stakeholders (Procurement, HR, Security, IT, Property)
 - ❑ Local (Alignment, local statutory regulations / situations where they may need to do things differently)
- ❑ Global Blueprint design
 - ❑ Operation support model
 - ❑ Enabling Technology
 - ❑ Internal technology landscape alignment
- ❑ Transformation
 - ❑ Project plan
 - ❑ Transformation
- ❑ Governance – ensuring stakeholders are aware of the progress



Example: Contingent Workforce Delivery and Transformation

8.5%

Cost Saving

From sourcing channels, model changes and correct classification

52%

Faster

Reduction time to fill

97%

On time Payments

Increase in Supplier and Worker satisfaction

64%

Reduction

Operation support

- ❑ Consistent global Blueprint design - 23 entities
- ❑ Automated and Integration (Requestor and Supplier guided)
- ❑ End to end digital solution
- ❑ Efficient resource on/off boarding
- ❑ Complete worker visibility
- ❑ Risk mitigation through correct classification
- ❑ Compliant and controlled Contingent Worker Sourcing Model.



Ready to Transform Your Workforce Strategy?

This white paper was designed to give you insights and spark ideas.
But real change happens when insights turn into action.

If you'd like support with:

- ☐ Assessing where your workforce programme really stands
- ☐ Designing a future-fit model for your organisation
- ☐ Governing projects and suppliers to deliver the outcomes you need
- ☐ Programme implementation

👉 That's exactly what we do at **Workforce Tiger**.
We'd love to hear from you.

✉ **Contact us:** hello@workforcetiger.com

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Let's turn reflection into results.

