



Organizational Transformation Starts with a Gold Medal RPO

Today's Recruitment Process Outsourcing (RPO) is sophisticated and so are its buyers. Transformational RPOs are integrated, complex engagements best appreciated from within company walls. To illustrate this, let's explore a real-life example whose hiring practices create conditions for a start-to-finish prototype, one that is synonymous with the highest level of performance and one that is transforming from a concept to the most high-profile entity in the world in just 12 months.

The biggest international athletic event in Rio de Janeiro, Brazil, requires more than 4,000 hires over the course of 9 months. These include all types of roles—doping specialists, clergy, multi-lingual hosts, events personnel, etc. It's a massive economic, cultural, logistical, legal and administrative undertaking.

[The latest paper](#) from ManpowerGroup Solutions reveals how RPO can successfully transform talent acquisition. While it often takes years to fully prepare, let's look at how this is being accomplished for Brazil in a matter of months:

Transformational Success Factors

- Leadership
- Branding
- Planning & Process
- Measurement



- Leadership: HR sets the example for hiring by aligning recruitment and hiring managers with process and policy, ensuring open and frequent dialogue.
- Branding: Candidates have to see the value in a fixed-term assignment and develop a positive impression of the athletic event whether they are hired or not. Our seamless solution incorporates video interviewing, language proficiency and competency assessment with a customized candidate relationship management tool.
- Planning: Efficient and effective systems such as online interview scheduling and offer processing, prove necessary with the continuous hiring.
- Measurement: Productivity and performance reporting help manage and track every aspect of the process.

While hiring for this event is a unique situation, if you strip away the allure and look at the key themes, you will see a recruiting effort that is culturally relevant, legally compliant, and responsive to changing market conditions. Maximizing the use of leadership, branding, planning and measurement to get the job done are what company leaders, RPO providers and human resource professionals can control. This is what makes RPO transformational.

Wendy Wick

Vice President, RPO Client Delivery
ManpowerGroup Solutions



© 2016 ManpowerGroup. All Rights Reserved.
100 Manpower Place, Milwaukee, WI USA
[Privacy Policy](#) | [Contact Us](#) | [View in Browser](#) | [Unsubscribe](#)