



HR Outsourcing (HRO) - 1 Day Executive Workshop

Workshop Overview

This executive workshop is delivered from an impartial standpoint, without pre-conceived ideas as to whether HRO is the right choice for your organisation. Instead the workshop focuses on an analytical and structured approach to determining readiness and delivering effective HRO programmes. Whether it is a project you are anticipating, you are currently in an HRO arrangement, or even renewing or renegotiating a new contract, this workshop will add value to your organisation. Drawing from real world case studies and learning to apply proven consulting methods and tools, delegates are empowered with the advanced skills and techniques required to deliver and transition HRO success in your organisation. Glass Bead Consulting's understanding of HRO in the wider context of HR Transformation makes this workshop a hugely valuable investment.

Is this Workshop right for me?

This workshop is aimed at Senior Business & HR Leaders, Organisational Development Professionals, HR & HRIS Project Managers, HR Business Partners, HR Transformers or Change Agents.

What will the workshop cover?

09:30 Welcome & Introductions

09:45 Overview of HRO

- Why outsource?
- Sourcing strategy and HR Operating Models
- Understanding the opportunity and the risks

Morning Refreshment Break

11:00 Evaluating What, How & When you can Outsource Effectively

- The scope
- Single vs multiple process
- Example of winning roadmaps

12:00 Knowing if Your Organisation is Ready for HRO Success or Doomed to Fail

- HRO Assessment
- Cost Baselines & Business Case
- Cultural fit

Lunch with Fellow Delegates in Exceptional IoD Restaurant

14:00 Masterminding a Fit-for-Purpose HRO Contract

- The HRO Contract
- Constructing a Business Case for acceptance

14:45 Selecting Your Perfect HRO Partner

- Overall Evaluation process
- Tools and Templates

Afternoon Refreshment Break

15:45 Ensuring a Seamless HR Transition

- The Importance of Project & Change Management
- Objectives of Due Diligence & Transition
- Governance/ Establishing a Transition team
- The retained organisation

16:30 The Secrets to Optimising Vendor Relationships

- Key Roles in HRO Contract
- Examples of Vendor Governance
- Vendor Optimisation

17:00 Finally, Before you Start

- Avoiding the common pitfalls
- Critical Success Factors from 100 contracts
- 10 practical tips to get you started

17:30 Summary

Example workshop agenda

Related Workshops/Services:

- Transforming HR to Deliver Business Results Executive Workshop
 - 27th January 2010, London
 - 17th March 2010, London
- HR Transformation Health Check™
- HR Effectiveness Survey™



WHO'S LEADING THE WORKSHOP?



Andrew Spence (inset), Glass Bead Consulting's Founder and Managing Director is a pioneer and global authority on HRO having transitioned the 1st processes in the 1st global HRO deal with BP and Exult (Hewitt).



Andrew has held senior roles at Deloitte and global outsourcing firm Accenture where he has successfully conducted multiple, high profile due diligence, transition and transformation projects.

His experience at both the client and supplier side make for an insightful perspective on HRO. He also has an intimate knowledge of the HRO vendor marketplace having worked with some of the world's leading HR Service Centres in locations such as Bangalore, Budapest, Prague, Glasgow and Texas.

Andrew's project experience includes major assignments in Banking, Transportation, Manufacturing as well as numerous UK Public Sector Departments.

WHERE IS IT & WHEN?



The Institute of Directors, 116 Pall Mall, London, SW1Y 5ED

- 28th January 2010 – LONDON
- 18th March 2010 – LONDON

Learning Outcomes

Upon completion of this workshop you will be able to:

- * Understand HRO, sourcing strategy in a HR Transformation context
- * Leverage our Consultant's Toolkit that, as a delegate, you gain exclusive use of
- * Evaluate the HRO Marketplace based on your requirements
- * Conduct an HRO Readiness Assessment in your organisation
- * Appreciate the risks & pre-empt the costly pitfalls inherent with HRO
- * Initiate the roadmap & vendor evaluation process back in your workplace
- * Understand different Governance options for implementing and managing HRO contracts

HOW TO BOOK?

+44 (0) 1273 888182

workshops@GlassBeadConsulting.com
www.GlassBeadConsulting.com

* Discounts Available on 2nd Delegate & Bundle Deals with Transforming HR to Deliver Business Results Workshop – Ask for Details