

How to Best Use a *Talent agent...* just like aCE *talentNET*

What can a Talent Agent do for you and your organisation?

What with the current much publicised Talent Shortage, Talent is on every ones lips. So how can a Talent Agent such as aCE *talentNET* (who engages Talent to drive organisational development results in business) help you to do what you need to do, making you and your organisation successful in the process?

A Talent Agent adds value by:

- Accessing a network of highly skilled and qualified independent practitioners.
- Identifying cost effective options and solutions.
- Significantly reducing your time investment (and 'pain') in sourcing, selecting, short-listing and administering appropriately skilled practitioners.
- Providing (post project) client summary reports to report on project deliverables, feedback from practitioners, identify what went well and what could be done differently and better next time.
- Mitigating your risk by ensuring alternative practitioners are readily available to support project deliverables in worst-case scenarios!

aCE *talentNET* typically provides support to YOU in the following areas:

- Resourcing solutions for key Organisational Development projects
- Engagement of appropriately skilled consultants to deliver project specific deliverables in Organisational Development, Learning and Development, or Human Resources specialist areas
- Identification, selection and appointment of experienced facilitators to deliver client developed training programs
- Identification, selection and appointment of experienced consultants and facilitators to design and deliver new training programs (across all media)
- Provide latest ideas/trends in Organisational Development
- Recruit and manage client's team of Learning and Development consultants and contractors (3 or 50), particularly those involved in large scale projects requiring national/international rollout
- Recommend the best way to select and deploy internal and external resources in Organisational Development projects.

These and many other Organisational Development challenges are why large organisations trust aCE *talentNET*, and use aCE *talentNET* as an extension of their Organisational Development team.

This was the case when aCE *talentNET* was approached by Fosters (then CUB), to identify options to assist develop the Finance Team...

Fosters recognised that they needed to look outside the square to assess the new and emerging Thought Leaders in the marketplace, to bring an innovative, creative and dynamic approach to develop the Finance Team that had already been exposed to many different instruments, leadership development and coaching interventions. So they contacted aCE *talentNET* to research, identify and assess potential solutions and make recommendations. Read on to understand more....

engaging Talent to drive organisational development results for business

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Challenge:	Move the Finance Team from being a service function, merely tasked with analysing and supplying information, to being a proactive, strategic unit taking ownership of initiatives and position themselves as key drivers of business improvement. Not just 'bean counters'.
Solution:	Through a series of client meetings, it was determined that the CUB Finance team objectives would best be met with an Emotional Intelligence intervention. Via an introduction to a globally renowned EQ provider, implemented a series of interventions to improve capabilities across the following five key areas: <ol style="list-style-type: none">1. Effective Business Partnering2. Fostering a Dynamic Culture3. Communication Excellence4. Right People, Right Place5. Innovation Everywhere
Outcome:	After 12 months, the client has reported significant qualitative and quantitative improvements. Overall total EQ scores improved by approximately 30% (percent). In fact 25% of the candidates recorded in excess of 45% increase.

The General Manager of CUB was so impressed with the outcome that he commented publicly that *"The feedback I'm getting from my people is they see great value in the EQ program in their own professional development"* – **Business Review Weekly (BRW) March 18, 2004.**

Where **aCE *talentNET*** added real value was in terms of assisting Fosters via initial consulting and questioning process, enabling clarity of thinking and articulation of requirements. Based on those discussions, it was recommended that Fosters consider Dr Martyn Newman and an Emotional Intelligence development solution. **aCE *talentNET*** then arranged a successful introduction which moved forward to full engagement. Once agreement was reached to proceed, **aCE *talentNET*** arranged the respective contract documentation and transitioned the project to a fully productive relationship between the three parties. The process was described as a smooth and most rewarding introduction, engagement and outcome.

And as a result of that very successful introduction and subsequent project, Fosters Finance Team have become valuable contributors within the Fosters structure. And Fosters remain an **aCE *talentNET*** client to this day.

Do yourself a favour and take this test... complete the following table and give a full consideration to the implications of the questions asked and the potential issues raised in "What Your Time Really Costs". Do not waste another moment trying to find your next consultant – call **aCE *talentNET* NOW!**

aCE *talentNET* is an Organisational Development consultancy, with a major focus on the engagement of consultants and contractors for all stages of an Organisational Development project. Government departments and large organisations can tap into aCE's expertise and talent network, to achieve positive results by engaging Talent who are available, pre-qualified and highly skilled.

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Administration Project Expenses for Managing External Consultants

	Typical Project	Your Project
Project duration	12 weeks (3 months)	
Number of consultants	1 -2 consultants	
Number of locations	1 site	
Typical Administrative Activities Per Project	TOTAL \$ (Time x \$/hr)	TOTAL \$ (Time x \$/hr)
Ongoing identification of the latest ideas/trends in organisational development	\$600 (1 hr/wk x 12 wks x \$50)	
Working out the optimum balance of internal and external resources for your project based on competing budget, time and other constraints e.g. how do I know what the market rate should be?	\$800 (16 hrs x \$50)	
Liaising with fellow colleagues, using their time to assist in finding the right resources and rates etc.	\$800 (16 hrs x \$50)	
Identifying and selecting experienced consultants to deliver project outcomes	\$800 (16 hrs x \$50)	
Partial or complete recruiting and managing of the external project specific consultants and contractors to deliver project	\$2,000 (5 days x 8hrs x \$50)	
Collecting of multiple invoices (with expenses/receipts) from the consultant/s, verifying all is correct and then forwarding for payment	\$800 (16 hrs x \$50)	
Compiling data to assist in reporting on the success of the project (e.g. program rollout)	\$800 (16 hrs x \$50)	
Total Administration SAVING PER PROJECT	\$6,600 (132 hrs or 16.5 days)	
But what does it cost if you get consultant selection wrong?	\$10,000 (4-6 weeks lost productivity, budget blowouts & delayed timeframes)	
Potential Extra Administrative PER PROJECT\$	\$16,000 (per project)	

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