

Co Sourcing

Resourcing & Accelerated Programme Delivery Framework

An Overview

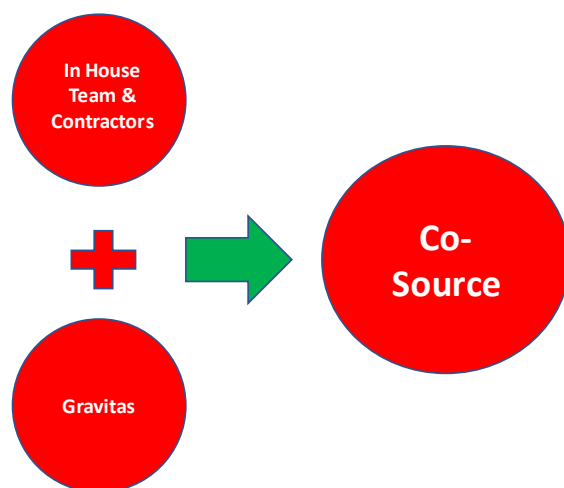
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2 Co-Sourcing – The Resourcing and Accelerated Delivery Framework

It is no secret that for the last decade resourcing technical specialists for projects has become increasingly difficult. Forward thinking organisations are left with the choice of in sourcing their project teams through retraining or augmenting the team through permanent or Contractor recruitment. Alternatively, they can work with a service Provider and outsource the complete project. Both approaches have strengths and weaknesses. Co-sourcing has advantages of allowing your organisation to stay in control, in real partnership with a uniquely placed organisation whilst growing your own knowledge level of a co sourced project or process.



SRS is uniquely placed to be your Co-Sourcing partner.

3 Insourcing versus Outsourcing

Insourcing or using an In-House team brings organisations the most control. It has all the risk sitting with the Project Leads and the Project Sponsor and should put organisations in control of the delivery of its portfolio of projects. It does, though, present several inherent challenges:

1. Successful Insourcing is reliant on availability of appropriately skilled resource from the market.
2. The organisation bears the cost of direct management, onboarding, and training.
3. Business critical projects are often delayed until experienced subject matter experts are available.
4. Benefits identification mapping and KPIs may not be rigorously set and audited

Research reveals that many organisations face business culture challenges wherein:

- There is low engagement with Client departments.
- Client requirements are not fully understood
- Project Delivery is perceived poorly with Projects routinely delivered late
- There is little or no time to develop in house resources to reduce costs for future projects.

Outsourcing is a widespread practice of contracting to third-party providers. Project Oriented companies can outsource a scope of work and negotiate a price for that work. The biggest disadvantage is a loss of control, complexity of detailed contracts required to protect both parties. Sometimes where a service or function is outsourced there may be a need to negotiate staff transfers and TUPE conditions.

Outsourcing often brings new skills to a service that the Client organisation may not have been able to recruit for itself. There are of course Pros and cons for both sticking with your in-house team and making long term development plans or handing a project service or a function to a third party.

4 The benefits of Co-Sourcing

Co-sourcing enables companies to use In House, recruited and outsourced Consultancy resources across their portfolio.

An organisation could initiate a recruitment campaign, at the same time as getting SRS to Fast start a project and at a point agreed transition the project back in house. During the Fast start it could even have its own staff coached and trained so that for subsequent similar projects or phases its internal team has worked as part of SRS' delivery team. SRS would conduct a full handover and onboarding of the new team,

The benefits of this hybrid sourcing approach are many but include:

- **Accelerated Programmes:** An out of the box Project Set Up framework, Portfolio management tools, Governance, and comprehensive Project Management methodology, eliminates project delay.
- **Increased efficiency:** SRS you are supported by a targetted team that specialises in the domain area, process, or service you need, whilst your In-House team can be coached or trained, and contract staff are recruited in parallel.
- **Increased reach:** Co-Sourcing gives you access to capabilities and facilities otherwise not accessible or affordable for the time you need them and only when you need them.
- **Improved focus on core business activities:** Co—Sourcing will free up your business to focus on its strengths, allowing your staff to concentrate on their main tasks and on future strategy.

- **Greater competitive advantage:** Co Sourcing enables commercial organisations to leverage expert knowledge and skills to accelerate a programme or development.
- **Business Benefits Assured:** SRS will not only identify hard and soft benefits but audit the receipt of those benefits at project closure.
- **Controlled costs:** No surprises. Fully Costs Project acceleration phase, Recruitment fees and scope.

Co-Sourcing is all about making your organisation agile. You can adapt to changing market conditions and business challenges whilst guaranteeing service levels and delivery quality.

Co sourcing is IR35 Compliant and is only available through SRS who are uniquely positioned to function as a single source for your recruitment and Consulting needs.