

The

TOP 4 WAYS

an Agile Talent
Strategy Can Provide
ROI to Your Business



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Introduction



Introduction

As an L&D professional, does this question sound familiar?

“Can you show us the value of our learning programs and tie it directly to the business?”

Through the use of some crafty metrics, you might be able to determine baseline ROI, but it's incredibly difficult to show definitive, financial results. You would think that the same challenge exists for determining the ROI of adopting an agile talent strategy. However, we can infer many areas where savings are evident, in particular, when it comes to speed, quality, and resource management.

The old adage says: You can have your project done quickly, with quality, and under budget - but never all three.

Amazingly, taking an agile talent approach can help to achieve the impossible and address all three areas. While businesses may struggle to remain competitive after a global pandemic, taking an agile talent approach will greatly support their ability to remain agile in their business strategy. And the good news is that they're not alone. There are teams of learning consultants and staff augmentation vendors ready to assist businesses in finding affordable and quality temporary talent solutions - quickly.



Let's look at the top four ways having an agile talent strategy and working with an exceptional staff augmentation vendor can provide a return on your learning and training investment.



Agile Talent Supports an Agile Business

Over the past 10-20 years, many factors have contributed to convincing businesses to become more agile in their overall strategy. During COVID-19, companies actively pivoted their resources, explored new product offerings, and some even shifted their business strategy based on new supply and demand. It is imperative that companies try a new strategy and have the ability to abandon strategies that aren't working. Flexibility is key.

For businesses to remain agile, flexible, and capable, talent is critical. Talent needs to be as flexible as the business. New jobs are emerging every year that require specific skills - some entirely new. Businesses need to hire rapidly and strategically to accommodate changes in their business plan.

Emerging technologies like artificial intelligence, automation, and digitization (while essential tools for business

success), may require employees to be retrained or replaced. There is a considerable cost associated with hiring and training new employees, but it's still much higher than re-skilling existing employees.

Wouldn't it be easier to get the best of both worlds: New hires that already have the capabilities in the specific areas your business requires? And also, access to a pool of talent that can be quickly added in or removed as required? That's the secret superpower of staff augmentation. With the support of a learning partner, businesses can augment their internal teams with exactly the right fit at precisely the right moment.

Simply put, adopting an agile talent strategy can help alleviate many of the issues businesses will face in the coming decade.

44%

of corporate financial officers are considering adopting more automation.

[source]

\$15.7tn

“AI could contribute up to \$15.7 trillion to the global economy in 2030.” [source]

350mn

“Did you know that 350 million people reached out to the World Economic Forum's Reskilling Revolution in the last three years?” [source]

02

Agile Talent Addresses the New Normal





Reduced time to hire

Having access to an already vetted database of talent means you can find the perfect fit quickly. It's a simple task to augment your internal teams, or hire someone new.



Less work for hiring managers

Let your vendor do the heavy lifting by tasking them with: vetting numerous resumes, administering multiple interviews, and identifying the expertise of each candidate.



Reduced onboarding time

Working together, your vendor can absorb much of the work to bring a new hire up to speed quickly. This is because your vendor already understands what you expect from a new team member.



Reduced employee management

Your vendor can take care of much of the bureaucratic work involved with: contract, background checks, payments, time tracking, and training in company culture (including certifications, compliance training, etc.)



Get the perfect fit for your culture

Your vendor can provide candidates who understand your unique company culture and values. As well, new hires can better understand their responsibilities and deliverables, integrating them quickly into your team.



Lower costs associated with insurance benefits, plans, premiums, etc.

Hiring contingent talent reduces costs associated with hiring, training, and severance requirements of a full-time employee.



Less risk involved in hiring

Do you require support to quickly get a project completed? Or maybe your requirements may change over time. With a try-before-you-buy strategy you can effectively and affordably retain a new hire, or let them go.



L&D managers can take on new projects

By augmenting their team as required, L&D leaders can shift priorities on a dime. This means they can bring new, innovative ideas to their business and get it done on time.



Part-time hires can turn into full-time employees

Because you've done the work of finding that perfect fit for your team, you'll have a fully trained employee, ready and (potentially) willing to remain with you for the long term.



Hire for specific projects or tasks

Bring on new talent as needed to get the optimal balance between capacity, capabilities, and flexibility. Once the project is done, simply let them go.

04

The ROI of a Talent & Learning Partnership



The ROI of a Talent and Learning Partnership

Finding the most fitting staff augmentation partner can be as critical as finding the most fitting employee. The choice of staffing vendor can have an impact on the success of your agile talent strategy. It's imperative that they have a collaborative mindset and capacity to bring innovative solutions to your organization. They need to be as agile and flexible as you require in the moment. And they can evolve with the shifting needs of your business.

At the outset, it's important that your vendor consult with you to determine your talent needs by defining your specific knowledge, skills, and experience requirements. Also, they should be able to provide guidance for your long-term learning and business strategy. Continual support can be offered to L&D leaders to provide them the tools and talent to build a culture of learning and take an aspirational approach to their learning requirements. As innovative solutions emerge, along with new technologies, L&D leaders can take advantage of their learning vendor partnership to bring exciting new programs and tools to their learners and business.

It goes without saying that they should be able to support you in the rapid delivery of projects and reduce the (daunting) 42 days it takes to fill a position. At the same time, they shouldn't simply supply talent and then abandon you (and them). They should work with you to continually determine the success of your internal and external teams to provide insight and advice on boosting the productivity, capabilities, and capacity of those teams.

With a strong partnership in place, your business will be able to pivot quickly and with reduced risk and costs associated with the implementation of new business strategies.

For a more detailed approach to staff augmentation, titles to consider, choosing between project outsourcing and staff augmentation, and much more, this free ebook is the resource for you—[The Ultimate Staffing Guide for Leaders](#).