



CAN RPOS
UNDERTAKE TALENT
ADVISORY?

An external provider can provide Talent Advisory services if they have access to the required data they have access to the required data streams. streams.

The problem for external vendors comes from something other than the capability to deliver; indeed, most RPOs have the skills and can be configured to provide Talent Advisory better than internal talent functions, but more from the need to build relationships with the business to provide them with the required access.

This is more of a trust-based decision. Does an organisation trust an RPO to provide strategic Talent Advisory given that they do not know the internal culture?

However, it is important to note that not all RPOs have the same expertise and experience in talent advisory services. So,

evaluating the vendor's capabilities and qualifications is essential before engaging them for this service.

It is also essential to ensure that the vendor has the right resources to provide effective talent advisory services, including data analytics and technology. The vendor should also be able to align its services with your organisation's specific goals and objectives and provide clear metrics and measurements to track the success of the services.

RPOs are inherently designed to ensure flexibility of delivery ensuring that operational roles are filled while still providing Advisory, and other, services even during a downturn.

In some cases, the ability to provide Advisory services is what keeps the RPO in situ; day to day delivery is expected, Advisory is a true value add service.

Case for RPOs providing Talent Advisory

- RPOs tend to have a more comprehensive view of the external talent market
- They can be configured to achieve this in the business
- RPOs can share resources and technology between clients making it easier to gain the skills and technology required
- The company may hold the RPO in higher regard to provide advice as they are external
- RPOs are well placed to provide Borrow as they have a diverse client mix
- RPOs are faster to innovate than internal talent functions
- There is much more at stake for an RPO to get this right (renewal of contract and staff employment).
- Ensure delivery during variable demand as they can flex up and down with workforce planning.
- Can provide a wider range of services on demand.

The case against RPOs providing Talent Advisory

- If Talent Advisory is seen as a mission-critical operation that enables business growth, it should be owned by the business
- RPO, as they have a diverse client mix, must ensure confidentiality
- The staff at an RPO needs to remain relatively stable if it is building knowledge and providing Talent Advisory service.