What Does This Solution Do?

In the Talent Acquisition (TAC) solution, Desai can help with customer staff augmentation aligned with business needs, through the recruiting of professionals for the short or long term, resulting in local or remote placement in full- or part-time capacity for project management and business analysis skills.

One of the greatest levers that Desai can bring to a customer is an ability to contribute to their workforce. Whether customer is looking for temporary staff augmentation or a permanent hire, Desai's TAC solution consists of processes for identification and preparation of the best possible candidates. Desai works hard to find and place candidates by focusing on the major challenges in managing human resources, using the best in talent management practices. Together with customer partners, Desai can help:
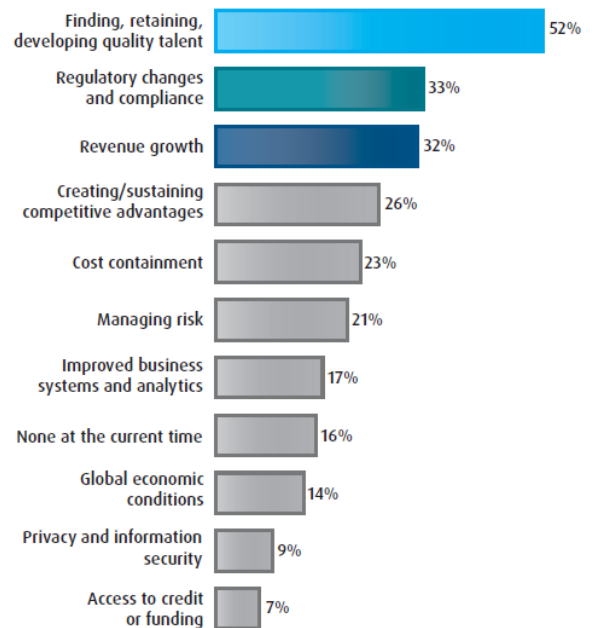
- Define the needed talent
- Attract a sound pool of applicants
- Assist in reference/background checks
- Select the most qualified
- Get new hires up to speed quickly
- Determine who's ready among internal staff for a new job
- Candidates and staff gain an understanding of their competencies
- Customers get the most out of employees
- Customers retain the best employees

Top Business Challenges

Challenge	%
Finding, retaining, developing quality talent	52%
Regulatory changes and compliance	33%
Revenue growth	32%
Creating/sustaining competitive advantages	26%
Cost containment	23%
Managing risk	21%
Improved business systems and analytics	17%
None at the current time	16%
Global economic conditions	14%
Privacy and information security	9%
Access to credit or funding	7%

What Benefits Does It Provide To Customers?

Desai provides skilled and experienced project-management and business-analyst staff, proficient in an appropriate set of industry-standard methods that ensure greatest value to the customer. The TAC solution process begins by assessing the customer business to understand the resource and skill gaps that must be filled, to ensure that all aspects of resource management are considered when launching a staff search, as well as evaluating the candidates that result. Desai can propose either contracted or permanent-hire staff, in many configurations, acknowledging parameters such as:
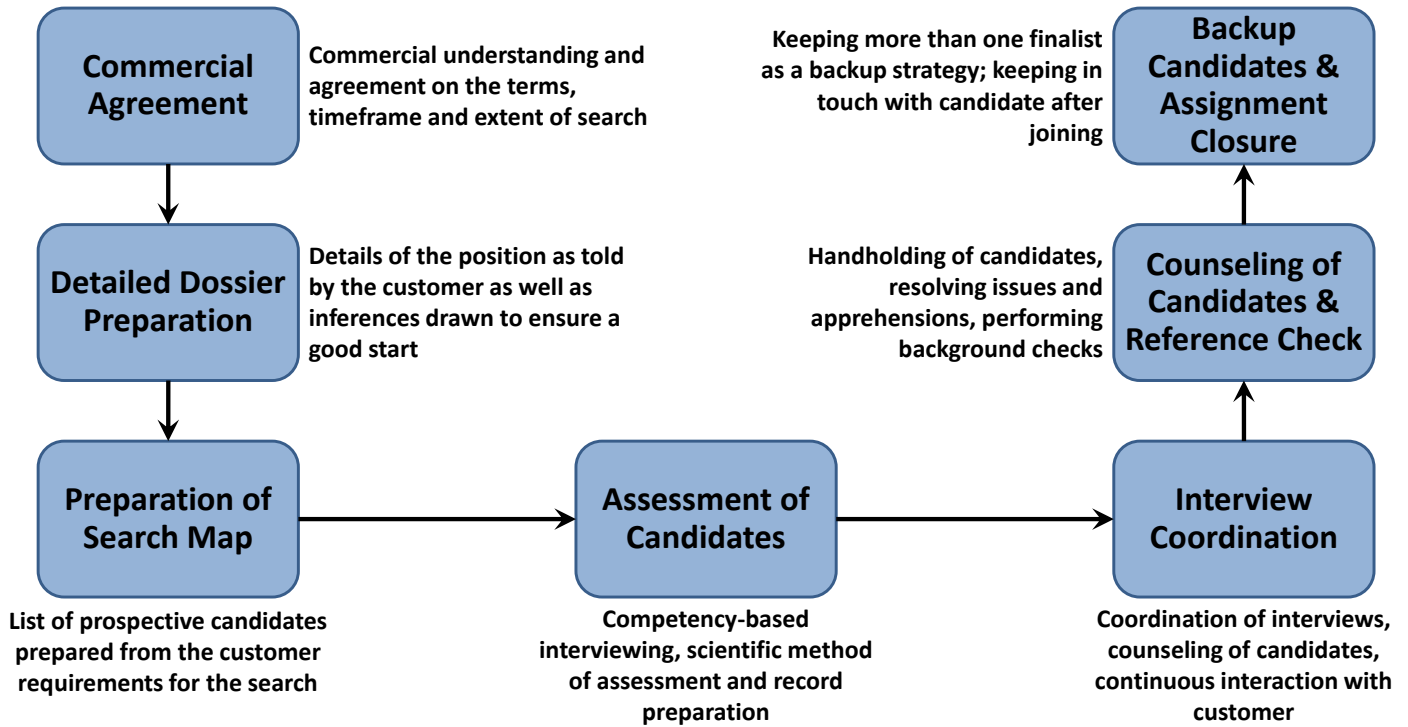
- *Location*: staff can be available to work at the customer's location or remotely, if reasonable
- *Duration*: staff can be available to augment the customer workforce, adding capacity and skills for short or fixed durations (contracted) or permanently (new hire)

What Deliverables Are Produced?

By following a disciplined process, Desai's team produces consistent results in helping fill customer resource needs for project management and business analysis skills. The steps followed, and general deliverables produced are below:

Commercial Agreement
Commercial understanding and agreement on the terms, timeframe and extent of search

Detailed Dossier Preparation
Details of the position as told by the customer as well as inferences drawn to ensure a good start

Preparation of Search Map
List of prospective candidates prepared from the customer requirements for the search

Assessment of Candidates
Competency-based interviewing, scientific method of assessment and record preparation

Interview Coordination
Coordination of interviews, counseling of candidates, continuous interaction with customer

Counseling of Candidates & Reference Check
Handholding of candidates, resolving issues and apprehensions, performing background checks

Backup Candidates & Assignment Closure
Keeping more than one finalist as a backup strategy; keeping in touch with candidate after joining

No matter the project complexity, Desai is capable of meeting your PM and BA resource needs. *Let's get to work!*

Three Factors that set Desai apart:

- **ValueBlox**^{SM} is Desai's proven methodology for assembling the appropriate services from its inventory to create specific solutions that meet customer needs. Desai uses **ValueBlox**^{SM} in conjunction with its **Framework for Strategy Execution (FSE)**, ensuring that each customer's needs are addressed as part of the broader business landscape. **ValueBlox**^{SM} + **FSE** lets Desai deliver exactly what the customer requires—in any situation, at any point in the business lifecycle.
- 24/7/365 **Knowledge Access**^{SM} is Desai's total commitment to customer service – meaning customers have access to the Desai team around the clock, throughout the entire engagement and beyond.
- Desai is relentlessly driven by results, which is why the unmatched Desai **Performance Guarantee**^{SM} is based on one simple idea: if the customer is not satisfied with Desai's work, they will not be charged.

Desai **Framework for Strategy Execution** (FSE)

STRATEGY

Purpose
Core
Heritage — Future State
Organizational Change Management
Behavior — Goals
Strategy Planning & Execution
Surroundings — Objectives
Organization — Strategy — Measures
Investment

EXECUTION

Portfolio
Project, Program & Portfolio Mgt
Development
Program — Project
Deployment
Desai Solution Areas
Operations
Business Process Mgt & Improvement

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