



Go On, Be Recruit-a-licious



SUSAN MARKS – CEO, PINSTRIPE, INC.

Sue Marks is a pioneer in the Recruitment Process Outsourcing (RPO) industry. Widely recognized as one of the key founders of RPO, Sue is a successful entrepreneur who has launched and built leading companies serving the recruitment and talent management needs of the world's most demanding organizations. She has helped clients to become recruiting powerhouses, upgrading their talent and increasing their success in the market.

Sue shares her vision here on RPO and its ability to impact organizations.

RPO: The Secret is Out

You read about it everywhere, great talent is scarce and the process of finding and managing a high-performing workforce is a significant challenge for organizations. Successful recruiting in today's world has changed dramatically. A dynamic RPO relationship allows an organization to capture what's effective and focus on growing and improving its business. RPO delivers a new groove which is based on what works today, technology solutions, messaging, and relevant processes that reduce costs while driving and improving a company's pool of talent, which improves quality of hire.

Pinstripe's unique RPO offering helps re-tune a company's talent pipeline by leveraging the most innovative sourcing and recruiting techniques as well as cutting-edge social networking practices to deliver ready pools of qualified candidates.

Pinstripe's Requisition to Results (R2R)

Our clients are ever-changing, shrinking, growing, and morphing into new entities. To meet today's business challenges and to maximize opportunities, Pinstripe has built an end-to-end solution to employee acquisition and retention. Our proprietary Requisition to Results (R2R) solution goes **beyond** traditional RPO. We work on the critical "front-end" to source active candidates while at the same time engaging selective and passive candidates. Equally important, we work closely with our clients to engage and retain employees **after** the recruitment process ends. This is a critical catalyst to success, and enables our clients to face the ongoing challenges of meeting their business' ever-changing talent needs.



Harmonizing Innovation – The Time Is Now: RPO 2.0

Recruiting 1.0 is so yesterday... Pinstripe is delivering the next generation of RPO: RPO 2.0. By integrating what is **relevant today** with industry best practices, technology solutions, and the application of Lean, Six Sigma, and other process improvement techniques, Pinstripe is transforming the process into a more integrated and advanced system. A specific example of Pinstripe's innovation is the company's unique approach to building pipelines of talent by establishing relationships with passive candidates, giving our clients their **UNFAIR** share of great talent.

The RPO Holistic Approach: Getting The Right Rhythm and Beat

RPO requires a holistic, partnering approach to improve and make the entire talent acquisition value chain sing. It's a long-term solution to the complex needs of individual organizations and maximizes the investment in recruiting the right talent for today and tomorrow. A strong RPO partnership enables leadership to focus and utilize insight and data to build a higher quality of overall talent. By gaining access to new ideas on process and world-class technology, Pinstripe's clients minimize time wasted with tired approaches. In the short term, RPO delivers improvements in cycle time, active candidate quantity and quality, and cost. In the long term, organizations enjoy increased compliance, a significantly lower administrative burden, and an overall increase in the quality of hire. In the long term, it delivers sustainable competitive advantage.

Get Your Groove On

One of our healthcare clients was suffering from chronic recruiting and retention problems that prevented them from opening critically needed beds for patients. By partnering with Pinstripe, our client was able to drive improvement in its hiring practices, cut its cost (including a dramatic reduction in contract labor of more than \$1 million dollars in FY2007), and open all patient care beds while exceeding their standard quality of patient care. Now, that is a catchy tune.

Beyond Best Practices: Are You Relevant?

Every senior HR executive dreams of the day they can focus on core business decisions along with their organization's other executive decision makers. In order to make this dream a reality, HR leadership seeks to reduce its administrative functions. By outsourcing recruitment, HR executives can focus on the big picture and develop business strategies that make sense in light of global labor trends, available talent, next-generation leadership and the increasing necessity for flexible business models. Pinstripe's clients have clarity on the strategic intent of recruiting and achieve a deliberate, effective approach to acquiring and managing talent.

Please visit Sue Marks at her [Facebook page](#).