

HR/Other Outsourcing Deliverables

Outsourcing defined

Outsourcing can save money

Pillars of HR management

Trend: Outsource less “value added”

Outsourcing reasons vary

Value of outsourcing

Outsourcing decision specific to company

Outsourcing process

- Analyze current processes

- Select criteria

- Assemble team

- Purpose of team

- Gather information/ develop proposal

- Set a timeline

- Decide who will communicate decision

Outsourcing advantages

Outsourcing risks

When not to outsource

Outsourcing HR - what to evaluate

- Executive management

- Sales and marketing activities

- Company standing

- Company processes

- Value added services

- Worksite client materials, tools and forms

- The HRO company itself

- Professional resources

- Key points uncovered

Additional and expanded
HR services are tailored
for specific client needs

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HR/Other Outsourcing Evaluation



PHRST offers *a la carte* human
resource management through select
Professional Human Resource
Service Teams

est. 1984

HR/Other Outsourcing Evaluation

What Is Needed

Today's trend is toward outsourcing, whether on- or offshore. Business can reap the benefits of cost effectiveness, global logistical efficiencies, access to non-core expertise, minimized facilities and numerous other advantages. But what are the disadvantages? Savvy management needs to perform detailed due diligence before making the decision to outsource. PHRST assists organizations to make informed decisions using a proven approach.

State-of-the-Art

PHRST practitioners use up-to-date, tested tools and techniques to evaluate organizations' outsourcing needs. We employ personally-observed best practices and approaches to determine outsource requirements and desired outcomes. We train on fundamentals of effective outsourcing. We develop ROI metrics and suggest proven approaches and resources. PHRST evaluates outsource vendors using an expedient "report card" summary to match vendors with client outsource needs.



Knowledge, Skill & Ability

Our outsourcing evaluation team is staffed by seasoned human resource management practitioners experienced in servicing clients, and is led by certified senior professionals in HR management. We combine a thorough understanding of practices, procedures and professional standards with technical expertise to deliver business-focused, relevant findings and interventions which you can easily understand and apply.

When, Where & For How Much

Provider analysis is for three final targets requiring 3-6 hours each. Results are presented in an oral in-person or phone discussion. The basic service fee is \$6,000, comprising a \$4,000 initiation fee and a \$2000 final charge. Expenses are documented and billed at-cost to clients. At an additional preferred client fee, guidance and service are available around the clock in person, via phone/video conference, by fax and via Internet.

About PHRST

Strategic Human Resource Management

PHRST stands for **P**rofessional **H**uman **R**esource **S**ervice **T**eams. Our service model enables us to provide you with HR experts in all 7 areas of HR:

- Employment Practices
- Management Practices
- Health, Safety & Security
- Compensation & Benefits
- Employee & Labor Relations
- Human Resource Development
- Staffing/Recruitment Practices

PHRST works with clients on an a la carte basis across industries, around the world, for profit or not and regardless of organization size. We service public, private, and government entities, and we are effective at all organization levels. Our approach is client-centered, worksite interaction, where we provide user-friendly, practical approaches intended for prompt and effective implementation. We work 24/7 to meet client needs. Our value and success are built upon best practice insight, sound experience, education and hands-on know-how. Organizations count on **PHRST** for knowledge, skill, ability, ethics and integrity.