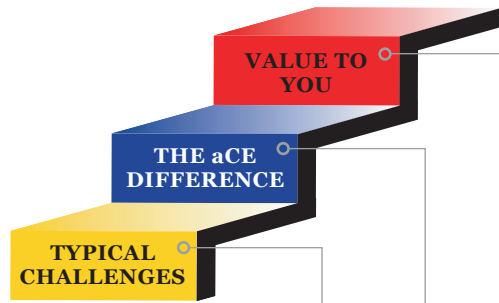


# Services



# aCE talentNET



*engaging Talent to drive organisational development results for large organisations*

	Innovate (Pre Project)	Differentiate and Deliver (Project)	Communicate (Post Project)	Innovate (Pre Project)	Differentiate and Deliver (Project)	Communicate (Post Project)	Innovate (Pre Project)	Differentiate and Deliver (Project)	Communicate (Post Project)
<b>Performance</b>	<ul style="list-style-type: none"> <li>What is the latest on offer and how do we find them?</li> <li>What are the multiple issues and objectives we face?</li> </ul>	<ul style="list-style-type: none"> <li>Determination of best approach?</li> <li>Lack of/tired expertise – what do we do about that?</li> <li>Who can offer fresh ideas?</li> <li>How to handle national rollout?</li> </ul>	<ul style="list-style-type: none"> <li>Constructive feedback</li> <li>Analysis of what worked and what didn't – full debrief.</li> </ul>	<ul style="list-style-type: none"> <li>Strategic advice in terms of understanding what is actually required, then identifying current tools and methodologies, and their availability and compatibility.</li> </ul>	<ul style="list-style-type: none"> <li>Identify and organise Talent engagement strategies</li> <li>Consultants recruited and trained to deliver specific programs</li> <li>We also act as an independent sounding board should events not quite go to plan and further active thinking is required.</li> </ul>	<ul style="list-style-type: none"> <li>Conduct objective 'third party' project debriefing and reporting.</li> </ul>	<ul style="list-style-type: none"> <li>Increased ability for on time, on budget delivery.</li> </ul>	<ul style="list-style-type: none"> <li>Talent deployed to look after specific requirements of the project as required.</li> </ul>	<ul style="list-style-type: none"> <li>Substantiated on time, on budget delivery.</li> </ul>
<b>Support</b>	<ul style="list-style-type: none"> <li>Forecasting resource requirements?</li> <li>Needs analysis skills and capabilities?</li> <li>How do we know we can access who we need when we need them?</li> </ul>	<ul style="list-style-type: none"> <li>Where to find the available resources?</li> <li>How much time is it going to take to sort it all out especially given tight timeframes with quick turnaround?</li> </ul>	<ul style="list-style-type: none"> <li>What to do with resources once completed?</li> <li>Once resources deployed, how to have them come back to do 'one-offs'?</li> </ul>	<ul style="list-style-type: none"> <li>Assess available Talent for deployment quickly</li> <li>Offer strategic consulting and outline trends.</li> </ul>	<ul style="list-style-type: none"> <li>Available Talent ready to go on time, on budget.</li> </ul>	<ul style="list-style-type: none"> <li>Manage effective deployment strategies.</li> </ul>	<ul style="list-style-type: none"> <li>Immediate understanding of what is available in the market and for how much.</li> </ul>	<ul style="list-style-type: none"> <li>Enables you, and other internal project managers, to spend time on what you/they need to do</li> <li>Facilitates an ongoing virtual team that is always accessible.</li> </ul>	<ul style="list-style-type: none"> <li>Talent taken care of at conclusion of project.</li> </ul>
<b>Competition</b>	<ul style="list-style-type: none"> <li>Who else will be competing for the internal resources?</li> </ul>	<ul style="list-style-type: none"> <li>What other parts of my role are going to be competing with this one, in the same time period?</li> </ul>	<ul style="list-style-type: none"> <li>Who else will then be vying for the same resources?</li> </ul>	<ul style="list-style-type: none"> <li>Access to many skilled and talented resources to eliminate the competition for internal resources.</li> </ul>	<ul style="list-style-type: none"> <li>Removing the barriers, enabling Talent employed to focus on delivery of your program.</li> </ul>	<ul style="list-style-type: none"> <li>Maintain contact with Talent to ensure availability should they be required again.</li> </ul>	<ul style="list-style-type: none"> <li>We know what's happening in the market place, and possibly even with your competitors... why not use that to your advantage.</li> </ul>	<ul style="list-style-type: none"> <li>External quality resources as opposed to competing for scarce internal resources.</li> </ul>	<ul style="list-style-type: none"> <li>If ongoing work is required, rather than competing for internal resources that have returned to their former selves, tap back into the aCE talentNET.</li> </ul>
<b>Price</b>	<ul style="list-style-type: none"> <li>Setting and understanding of budget</li> <li>How do I know I'm getting value for money?</li> </ul>	<ul style="list-style-type: none"> <li>How do I only pay for the time that I need the resources?</li> <li>And not have to take them on full-time?</li> <li>How do I negate budget blowouts?</li> </ul>	<ul style="list-style-type: none"> <li>What do we do with full-time staff now that the project is concluded?</li> <li>Who pays for this?</li> </ul>	<ul style="list-style-type: none"> <li>Current and realistic market rate information.</li> </ul>	<ul style="list-style-type: none"> <li>Talent are locked in to deliver the project for agreed rates, so there are no additional cost surprises.</li> </ul>	<ul style="list-style-type: none"> <li>Constantly monitor the market and be in a position to consistently manage the discussion around costs.</li> </ul>	<ul style="list-style-type: none"> <li>Clear budget planning and expectations, and ability to manage resource spend.</li> </ul>	<ul style="list-style-type: none"> <li>We know what you should be paying; use our expertise to guarantee your success.</li> </ul>	<ul style="list-style-type: none"> <li>If parts of the project need some additional work, don't go through the \$ fight all over again; use the expertise that has already worked through that.</li> </ul>
<b>Follow up</b>	<ul style="list-style-type: none"> <li>Creation of project timeline for implementation of key milestones.</li> </ul>	<ul style="list-style-type: none"> <li>Ability to feed constructive comments to project sponsors?</li> <li>Feedback channels for those 'at the coal face', who can drive those?</li> </ul>	<ul style="list-style-type: none"> <li>Once resources have finished, how will we know that the project is complete?</li> </ul>	<ul style="list-style-type: none"> <li>We work with you to ensure your time lines are met.</li> </ul>	<ul style="list-style-type: none"> <li>We follow up with our Talent on a regular basis throughout the project, opening an alternate communication and feedback channel.</li> </ul>	<ul style="list-style-type: none"> <li>We are an extension of your Learning and Development team, and as a result stay close to ensure that you are supported throughout the project and beyond!</li> </ul>	<ul style="list-style-type: none"> <li>You've got an objective and independent third party working on your side.</li> </ul>	<ul style="list-style-type: none"> <li>You've got extra support in the middle of the project, when you need it most.</li> </ul>	<ul style="list-style-type: none"> <li>Resources available as required for on-going purposes.</li> </ul>

© 2006 aCE talentNET Pty Ltd