



i n n o v a t i v e

# RPO Case Studies in Success

## MasterCard International

*“Too many vendors...too little control”*

### The Need

The People Services Organization first approached Innovative with the need to hire a significant volume of diversity candidates within a very short window of time and turned to the Innovative RPO solution for help. With too many vendors contacting hiring managers directly, rogue spending was at an all-time high and hiring processes were fragmented.

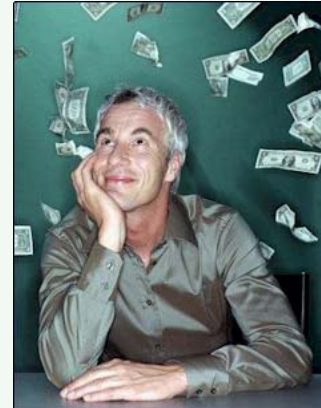
### The Innovative Solution

Innovative spent the first 30 days of the program with a two-pronged strategy: Implement the diversity recruitment effort while performing enterprise analysis on the multi-vendor contract problem.

Within 90 days, Innovative had branded the program internally at MasterCard as a competitive agency of its own that would service internal managers more effectively and aggressively than external search firms. Innovative launched open houses, corporate marketing campaigns, and internal seminars to train managers on use of the RPO Platform as an effective and user-friendly hiring tool that could be used anywhere from an Internet connection.

### The Result

Innovative helped MasterCard reduce their internal vendor list from over 150 companies to less than 25 within the first year, and enabled MasterCard a branded tool for hiring both contract and direct labor. By hiring its own contract labor through Innovative at a dramatically reduced rate, MasterCard saved over \$750,000 over an 18 month period.



## Interstate Batteries

*“Not enough time in the day”*

### The Need

The Human Resources Team at Interstate Batteries was spending so much more time in recruitment, that other critical and strategic employee initiatives were being delayed or never implemented. They sought a third party solution to handle the front-end functions in the recruiting cycle that not only complemented the culture there internally, but also one that would integrate well with their existing processes and resource investments.

### The Innovative Fit

Innovative built the perfect RPO complement to the HR Team at Interstate, one that kept the control of internal customers in the hands of HR, but that managed all sourcing, profiling, and talent management, which were taking too much time and not being managed effectively before.

### The Result

Within the first year, Innovative had put a process in place for managing the front end of Interstate's hiring cycle, made several critical hires, and worked individually to consult with management internally on strategic hiring initiatives. HR has since been able to launch other critical programs that had before been tabled for later.

