

Sourcing Analytics: a new approach to ensuring HR service excellence

In a business environment where the options for human resource, benefits, and payroll service delivery are increasingly complex, and the expectations of bottom line impact are unrelenting, organizations of all types and sizes look to justify and optimize these critical administrative choices.

But success in managing partnered solutions is not just desirable; it is *essential*. The costs of failure can be staggering. For the provider - purchase, renewal, and leasing revenues are at risk, along with implementation, training, and support investments that may rise into the millions of dollars. For the employer, it is much the same picture – time, expense, and business disruption as well as management and employee dissatisfaction from unmet expectations.

Whether you insource, co-source, or outsource some or all of your HR, benefits, and payroll functions, **Sourcing Analytics** can help.

Founded to assist providers and their clients in supporting the HR services sourcing relationship, **Sourcing Analytics** brings a unique perspective to the table. With Big Four professionalism and methodologies – without the overhead – we are committed to supporting the service partnership, and ensuring that it is managed for success. **Our mission is helping companies optimize their HR / benefits / payroll service partnerships.**

Our Services: your best interest is our best interest

For most organizations, where “one size fits all” solutions simply don’t work, **Sourcing Analytics** can perform a variety of project services *customized* for your environment, and your combination of insourced, co-sourced, and outsourced HR business functions.

With expertise in both provider-side and employer-side consulting, **Sourcing Analytics** is uniquely positioned to offer value to all stakeholders in the HR / benefits / payroll partnership. And since we do *not* provide vendor search and selection services, **our only interest is in the result we deliver to you.** We utilize our expertise to recommend the right-fit solutions delivered at the right-fit price, and the right-fit organizational structure using the right-fit management processes, all designed for your business environment. In addition, by offering consulting assistance throughout your sourcing life cycle, you can take advantage of point-in-time or ongoing analysis, evaluation, and recommendations for adjustment to your service partnerships.

With a full spectrum of services available, we can provide:

- Financial Analysis
- Business Case Development
- Relationship Review
- Additional Consulting Services

Real Value: no “soft” analytics and no finger pointing

What makes **Sourcing Analytics** unlike any other HR consulting firm in the marketplace?

Because we do *not* provide solution search and selection services, we have no vendor bias. Our only interest is in the outcome of each analysis designed to evaluate and optimize our clients' HR service delivery relationships. Whether you are a vendor, provider, or employer, our sole mission is to facilitate your insourcing or outsourcing business case analysis, including ROI, to help make sourcing performance accountable, and to enable your company to make the most of *all* your HR / benefits / payroll partnerships.

Critical to the effectiveness of our approach is the participation of executives, account managers, implementation teams, quality and relationship managers, as well as HR, finance, and departmental subject matter experts. Together, we can deliver on the potential of profitable, efficient, and organizationally appropriate service relationships and programs, and the analyses and management processes to monitor and measure their success.

With proven methodologies and in-depth knowledge of available products and services, **Sourcing Analytics** can assure both providers and employers the business case development, the numbers, and the organizational processes by which to excel at HR service delivery.

About the founder

After 17 years in management consulting, and 12 years in Big Four environments specializing in HR, benefits, and payroll service delivery, **Donald Glade** founded **Sourcing Analytics**. He recognized a unique opportunity, and a pressing need.

Experienced in applying critical financial and organizational analysis techniques to providers as well as employers, Mr. Glade realized that success for both sides of the table relies upon ongoing success of the *relationship*. He is guided by this principle, along with in-depth knowledge of both the provider marketplace, and employer service requirements.

Mr. Glade is a frequent public speaker, and has addressed such groups as the Society for Human Resource Management and the International Society for Certified Employee Benefits Specialists. Mr. Glade holds a B.A. in Economics & Political Science from Duke University.

For more information . . .

Sourcing Analytics is headquartered in Marietta, GA. For additional information or Request for Proposal, contact dglade@sourcinganalytics.com, or visit our website at www.sourcinganalytics.com.