

An **EndState** article by Ian Crawford

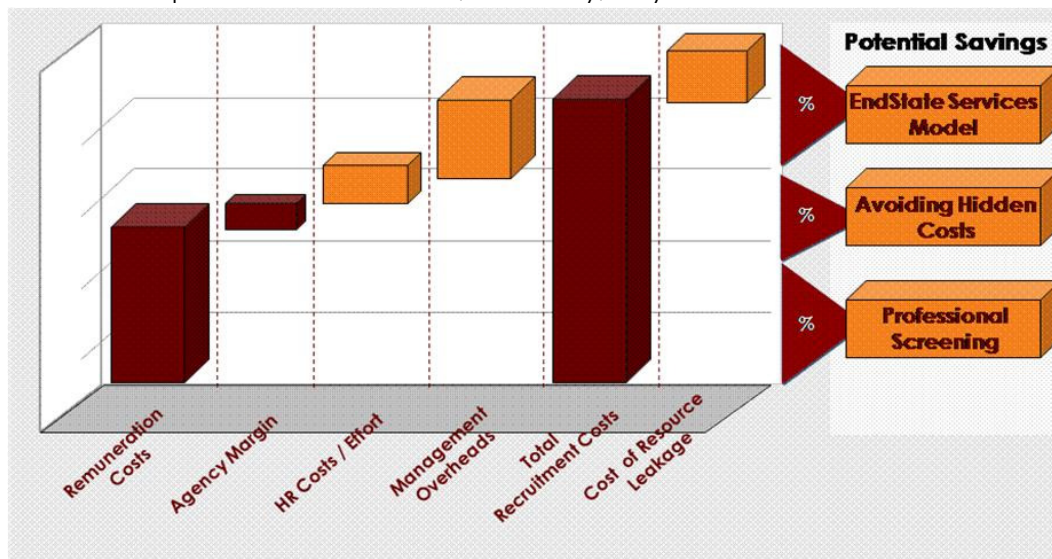


At a time when western governments are shoring up many organisations in an unprecedented manner it's time for those organisations which have aspirations to beat the market to get their own stimulus package.

In these cost-conscious times, employers are continually looking for ways to minimise their overall cost base. Everyone is being asked to focus on value, driving real efficiency and ultimately achieving more with less. Enlightened organisations already acknowledge that a downturn in the cycle is the time to strike, seeking competitive advantage through recruiting and retaining the right people if they are to succeed. At **EndState** we help you do this with one eye on the future and one eye on the costs of achieving it in current market conditions.

Identifying The Hidden Costs.....

When you need to employ new people, or replace existing roles the costs of recruitment are not always as obvious as they might at first seem. At **EndState**, we work with our clients to not only help you minimise the obvious, direct costs of recruitment but also to attack those indirect costs which are associated with the recruitment process and which still, ultimately, hit your bottom line.



By partnering with **EndState** your organisation is targeting competitive advantage. We tackle the hidden management overheads you incur during the recruitment process and ease the burden on stretched HR functions. This frees up valuable internal management time and enables you to avoid the opportunity costs of being personally involved right throughout the recruitment cycle.

Key Observations:

- THE COSTS OF RECRUITMENT AREN'T ALWAYS OBVIOUS
- PROTECTING YOUR OVERALL P&L IS OUR KEY FOCUS
- SAVE ON HIDDEN COSTS = INCREASED PROFITABILITY
- FREE UP YOUR MANAGEMENT TIME TO DELIVER MORE WITH LESS
- AVOID THE OPPORTUNITY COSTS INHERENT IN THE RECRUITMENT PROCESS

EndState Differentiators:

- WE HELP OUR CLIENTS REDUCE THEIR HIDDEN COSTS OF RECRUITMENT
- WE GIVE YOU MANAGEMENT CONSULTING BRAND VALUES IN A RECRUITMENT COMPANY SETTING
- WE HAVE PERSONALLY BUILT TEAMS TO DELIVER SUCCESS; WE UNDERSTAND YOUR CHALLENGES
- OUR AFTER-CARE SERVICE FOR CLIENTS & CANDIDATES ALIKE HELPS BUILD LONG-TERM RELATIONSHIPS
- WE ALIGN OUR BRAND VALUES WITH YOUR VISION, ENABLING YOU TO ATTRACT & RETAIN TALENT

THE HIDDEN COSTS OF RECRUITMENT

What's more, by working with you to understand not just your recruitment requirements, but your culture and the expectations of the role(s) amongst peers and stakeholders we help to find candidates with suitable values & behaviours, as well as the necessary skills, experience and personal credentials.

In this way, we tackle the main hidden recruitment cost, "Resource Leakage". This often happens as a result of unfulfilled or mis-communicated expectations.

As a result, organisations bear the costs of hiring the individual & embedding them into the company only to lose them shortly afterwards. Repeating the hiring lifecycle, with it's associated costs is then required to fill the role for a second time.

So how do we at **EndState** unlock these hidden opportunities for our clients?

- ≡ We take the pain and opportunity costs out of the process for the hiring manager and the HR department
- ≡ We build an in-depth understanding of your organisation, it's dynamics, culture and ambitions to enable us to work self-sufficiently on your behalf



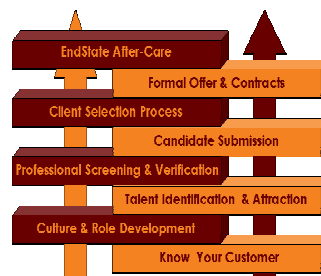
EndState protects your overall P&L for the longer-term. We do this by favourably impacting the "hidden costs of recruitment." Our Talent Identification & Attraction Model and the After-Care service add real value to our clients and candidates alike.

- ≡ We partner with you to understand your specific needs & help you formulate the best recruitment plan and approach for each role
- ≡ After our initial one-touch we identify and attract the right talent, screening out unsuitable candidates & arriving at the right one or two individuals for you to see personally
- ≡ Our management consulting expertise adds value to the screening process as we use experienced Executive Managers to undertake screening.

Whilst no-one can guarantee resource retention we hope you will agree with us when we say that **EndState** do everything we can to ensure your organisation and the candidate are compatible for the long term.

Identifying talent with the help of **EndState** - THE way to meet your recruitment needs.

Find out more about **EndState** at www.endstate.uk.com.



Mitigate the risks of resource leakage with **EndState** recruitment services & adopt our Talent Identification & Attraction Model

"PROTECT THE OVERALL IMPACT OF RECRUITMENT ON YOUR P&L WITH THE HELP OF ENDSTATE'S APPROACH."



Open yourself to a wide world of possibilities with **EndState**