

SOLUTIONS OVERVIEW

A portfolio of Strategic Talent Acquisition solutions to help drive your business strategy from paper to performance



Turn Talent Acquisition into a Performance Advantage.

Evolving business demands. Increasing competition. Globalization. A tough economy. Companies face increasingly difficult challenges today as they strive to stay ahead of the pack, and the hunt for talent is no exception.

Talent in key disciplines is already hard to find. New initiatives require new people. Turnover and retirement are leaving unfulfilled needs, and if you don't reach the right talent now, your competitors will. As more baby boomers retire and fewer college graduates enter the workforce, the war for talent continues to expand into additional market sectors and areas of expertise.

Your strategic plan is not worth the paper it's written on if you can't secure the talent you need to succeed. Competing for talent is one of the most important challenges facing organizations today. The market for talent is global, and demand is constantly growing, especially for mid- and high-level management and specialized skills. The ability to effectively identify and attract talent is more than a tactical advantage—in a highly competitive market, it is a core capability that will drive the strategic success of the entire enterprise.

Turn to the Leader in Strategic Talent Acquisition.

Today, organizations understand the importance of talent to long-term business success, and Futurestep, a Korn/Ferry Company, is committed to helping them achieve their goals by applying our extensive capabilities focused on Strategic Talent Acquisition. Companies are turning to Futurestep for all facets of talent acquisition, from Strategic Recruitment Process Outsourcing (RPO) to single-search management recruiting, filling multiple hires in a tight timeframe, or securing interim professionals to fill critical talent needs.

With locations on four continents and a record of success in securing top talent around the world, Futurestep combines strategy, expertise and support from the industry's foremost thought leaders. Our full spectrum of customized solutions integrate talent acquisition strategy, global recruiting resources, competency-based methodologies, and a flexible service delivery model that enable you to identify, attract and retain the people who drive business success.



“When we acquired Caesars Entertainment, we knew we were creating the world's largest gaming company, and we knew we could count on Futurestep to help us balance out our hiring needs.”

Susan Hailey
VP of Talent Management
Harrah's Entertainment

Futurestep offers fully customized, flexible solutions to meet your specific workforce needs. Our full-spectrum portfolio of services includes: Consulting Services, Strategic Recruitment Process Outsourcing, Project-Based Recruitment, Interim Professionals and Mid-Level Recruitment. Our proven processes for candidate care, screening and evaluation ensure that you reach the right people to meet your business needs.

Consulting Services

Strategy and Support to Achieve Success in Talent Acquisition and Management

In today's competitive global market, acquiring and retaining top talent is essential. As a premier provider of talent acquisition and management consulting services, Futurestep helps companies meet pressing challenges, including:

- Reducing costs and boosting efficiency for talent acquisition and management processes
- Evaluating and selecting service and technology vendors
- Establishing objectives and metrics for success
- Implementing and optimizing talent programs and systems

We provide expertise and solutions to help you align people, processes and technology to achieve talent management success. Our consulting services cover all facets of talent acquisition and management, including Strategy, Implementation, Optimization, Technical Services and Recruiting Operations Support.

Strategic Recruitment Process Outsourcing (RPO)

Talent Acquisition Strategy, Global Recruiting Resources, Competency-Based Methodologies and Delivery

At Futurestep, Strategic RPO is our core business. Our focus is on creating a talent acquisition strategy that addresses the needs of your organization, including the people who drive talent operations, the processes that make those operations effective, and the technology that will support those efforts.

Best-Practice Engagement Methodology

- Analysis
- Strategy
- Implementation
- Execution
- Performance Management

Key Features and Highlights

- Consulting
- Competency-Based Tools
- Technology
- Service and Delivery
- Resources

Strategic RPO At a Glance

“The Futurestep team was highly professional and partnered with our business to ensure that the merger was successful. Comments from the hired staff have been extremely favorable, and Futurestep ensured that the senior management team is a cohesive and highly skilled group of people.”

Peter Noble, CEO, FoodWorks

Project-Based Recruitment

Customized Strategy and Support to Manage Multiple Hires on a Tight Timeline

Competing for the best-qualified candidates in today's employment marketplace poses significant challenges. When business requirements call for multiple hires within a tight timeframe, these challenges cause increased costs and hinder your ability to meet business objectives.

Futurestep Project-Based Recruitment solutions offer a proven, outsourced approach for augmenting and optimizing your talent acquisition organization to manage multiple hires within a specific timeframe. Our consultants use our proven proprietary recruitment methodology to deliver seamless, workflow-driven talent acquisition strategies that can help you secure the right talent, quickly and effectively.

Interim Professionals

Pre-Screened Candidates to Manage Gaps and Maintain Continuity

Whether your organization is looking for one professional or several to fill an interim gap for a few months, or executing a comprehensive project solution that requires onboarding a group of consultants for a year, Futurestep offers a full suite of specialized and scalable solutions featuring:

- Direct access to flexible, highly skilled professionals in every line of business, including senior-level leadership and every major vertical market segment
- An extensive proprietary database of qualified candidates
- Proven success in meeting interim talent needs

Mid-Level Recruitment

Global Reach and Expertise to Overcome Acute Shortages in Critical Disciplines

Hiring the best-qualified mid-level talent is critical to your organization's success. It's also vital to cultivating talent for your next generation of leadership.

With offices around the world, a proprietary global candidate database, and domain expertise across all major industries, Futurestep takes a strategic approach to acquiring the mid-level talent your company needs to succeed. Our consultants begin by understanding your company's unique culture, recruitment processes, and specific requirements for individual hires. Drawing on multiple sourcing channels, an extensive database of pre-screened candidates, and micro-targeting within identified companies, our consultants accelerate the recruitment process and deliver the ideal candidates for your organization.

Industry Specialization

- | | |
|----------------------|--------------------------------|
| • Consumer/Retail | • Healthcare/
Life Sciences |
| • Financial Services | • Industrial |
| • Government | • Technology |

Business Segments

- | | |
|--------------------------------|------------------------------|
| • Finance and Accounting | • Research and Development |
| • Information Technology | • Regulatory Affairs |
| • Human Resources | • Sales/Business Development |
| • Marketing and Communications | • Supply Chain/Logistics |
| • Engineering | |

Contact us to learn more about how we can help you turn talent acquisition into a strategic advantage for your organization. **Visit Futurestep.com.**

Futurestep, a Korn/Ferry Company, is the industry leader in strategic talent acquisition, offering fully customized, flexible solutions to meet your specific workforce needs. Our full-spectrum portfolio of services includes: Strategic Recruitment Process Outsourcing (RPO), Project-Based Recruitment, Mid-Level Recruitment, Interim Professionals and Consulting Services. With locations on four continents and a record of success in securing top talent around the world, Futurestep provides the experience and global reach you need to identify, attract and retain the people who drive business success.



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