



August 31, 2017 | 10 am PDT/1PM EDT



Workforce Solutions Webinar-Increasing Value in CW Programs

Speakers:

Pam Prejean, Director, Global Relationship Management, Beeline

Eric Steinlight, Director, Contingent Labor, The Home Depot

Moderator:

Dawn McCartney, Sr Director, Contingent Workforce Strategies & Research, CCWP
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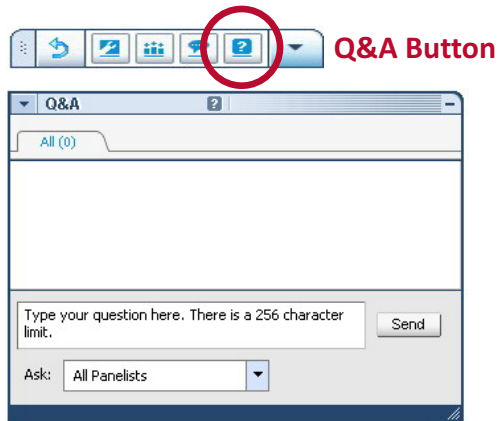
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Today's Speakers



Eric Steinlight
Director,
Contingent Labor



Pam Prejean
Director,
Global Relationship
Management



Moderator:
Dawn McCartney, Sr Director,
Contingent Workforce Strategies & Research, CCWP
Staffing Industry Analysts

Polling Question #1:

How complete is the stakeholder buy-in for your CW program?

- A. All internal and external stakeholders are behind us 100%
- B. Most internal stakeholders support our program
- C. Some stakeholders support us, but others are skeptical
- D. Very limited stakeholder support
- E. Don't know

Managing stakeholders

- What drove Home Depot to expand their contingent workforce program to include all non-employee workers?
- How was stakeholder buy-in accomplished?

Polling Question #2:

To what extent do you have all non-employee workers (including SOW contractors) in your VMS?

- A. All non-employee workers are in our VMS now
- B. We have a plan to put all non-employee workers in our VMS
- C. We are considering including all non-employee workers, but no firm plan yet
- D. We do not intend to include all non-employee workers in our VMS



THE HOME DEPOT - CWP Goals & Drivers for Change

Implementation Buckets



Time and Material

- Staff augmentation
- Short Term

Implementation Buckets



Time and Material

- Staff augmentation
- Short Term



Statement of Work

- Strategic Vendors
- Deliverable

Implementation Buckets



Time and Material

- Staff augmentation
- Short Term



Statement of Work

- Strategic Vendors
- Deliverable



Resource Tracking

- Services Based
- Outsourced

Implementation Buckets



Time and Material

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2016

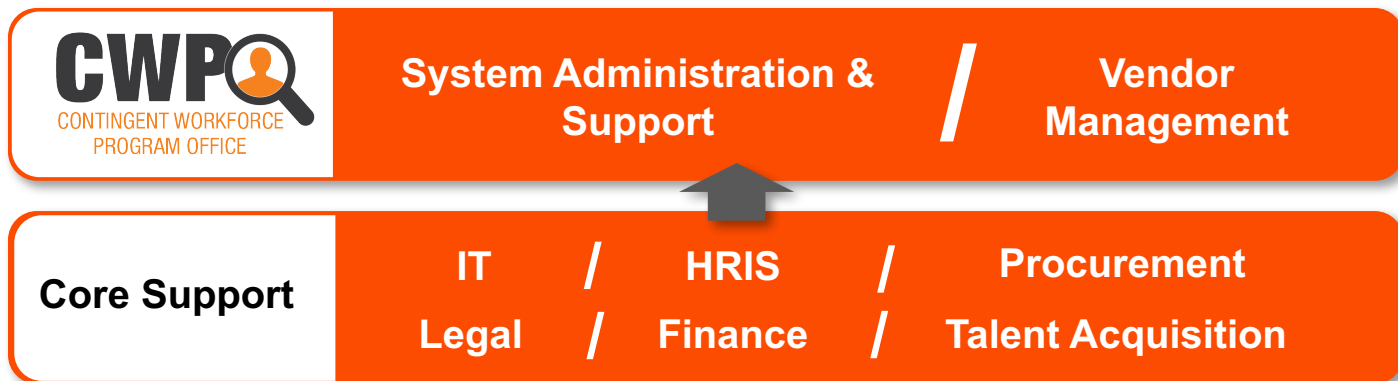
2017

Program Office Support

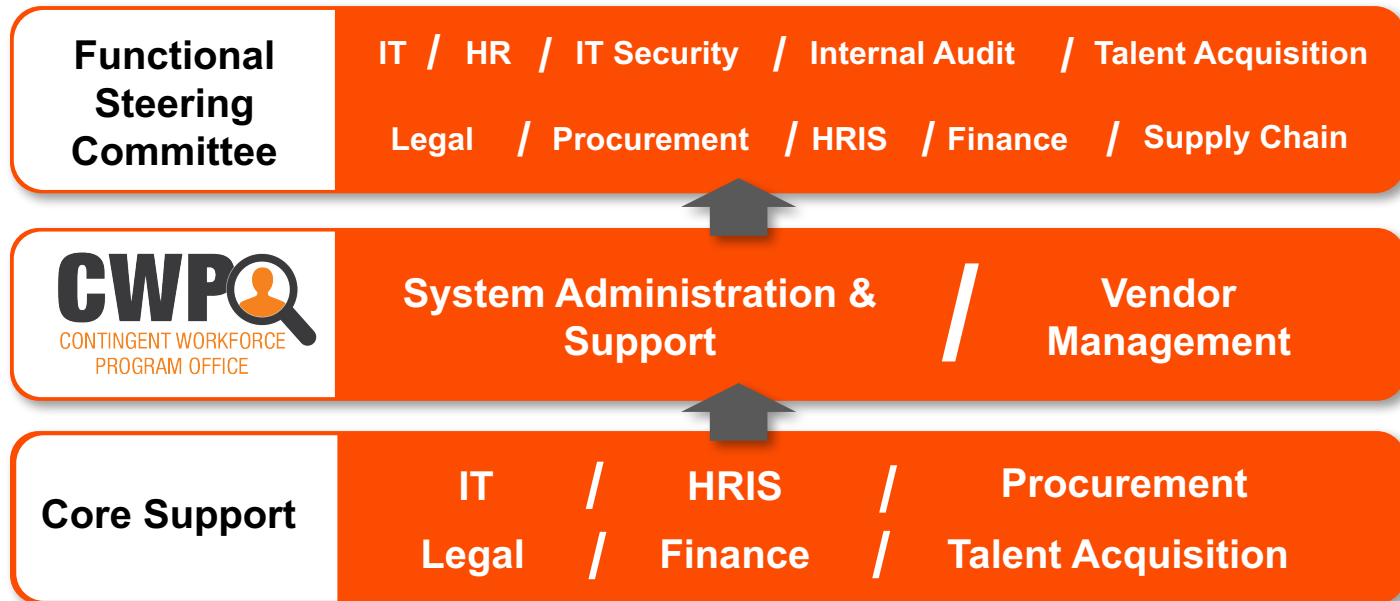
Core Support

IT / HRIS / Procurement
Legal / Finance / Talent Acquisition

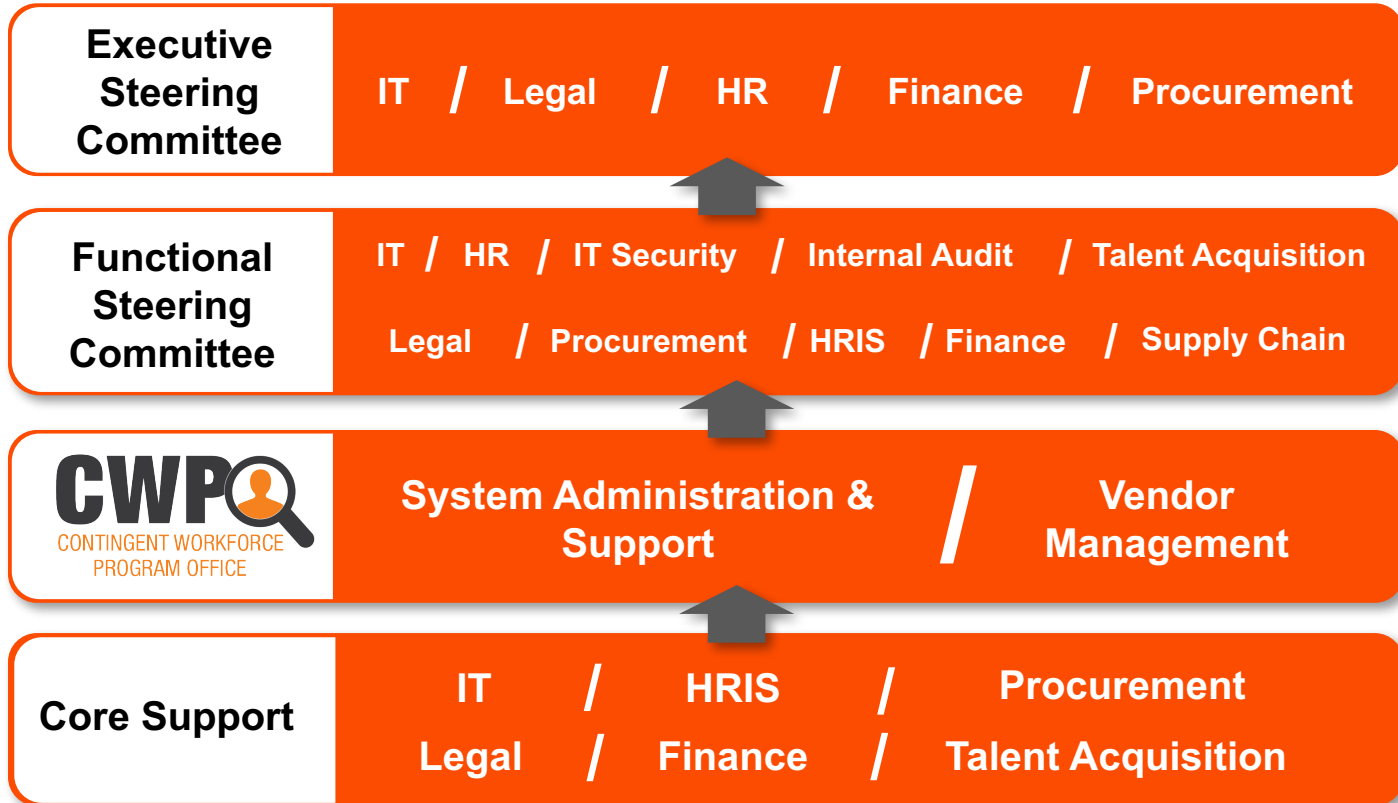
Program Office Support



Program Office Support



Program Office Support



Polling Question #3:

Which stakeholders are most difficult to bring on board?

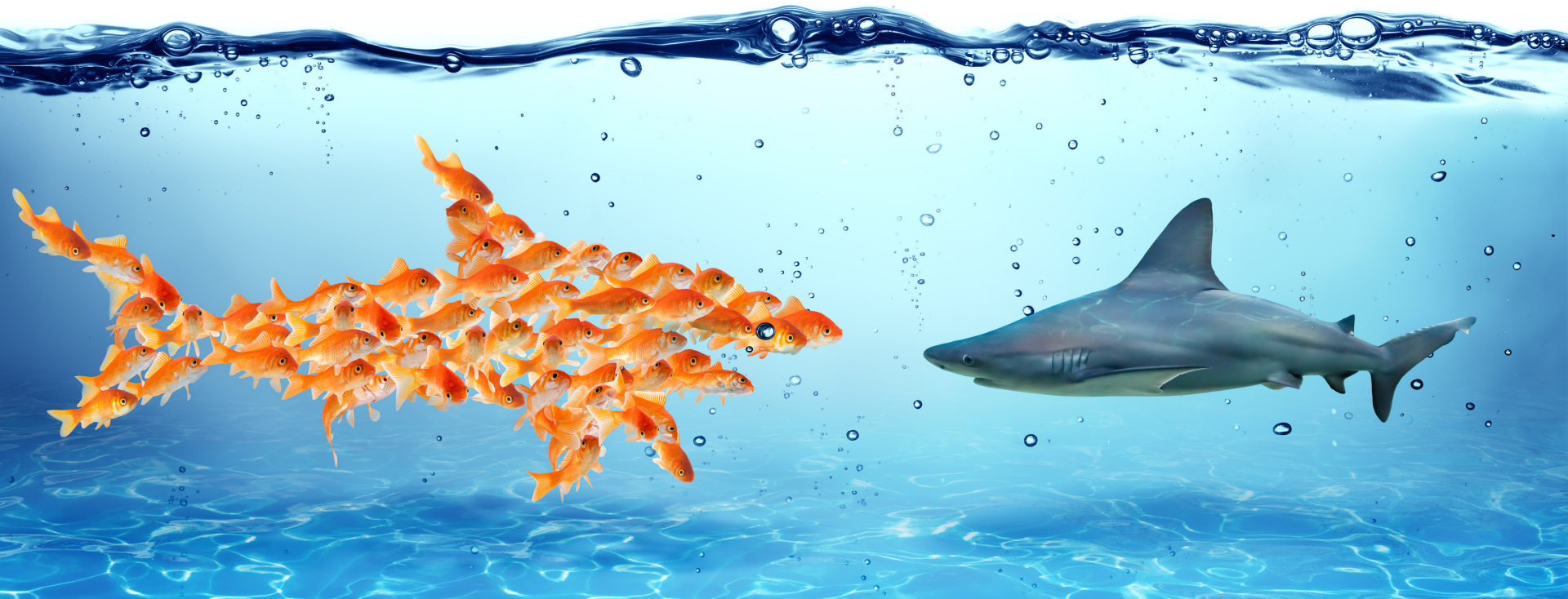
- A. C-suite executives
- B. External suppliers
- C. Human resources
- D. Information Technology
- E. Other

Selling the Mandate

- Don't rely on the mandate to get the job done
- Can't succeed without bringing stakeholders on board – even critics
- Sell the WIIFM
 - What's in it for me



When you face big challenges, it's good to know your stakeholders have your back



When you face big challenges, it's good to know your stakeholders have your back

Lessons Learned:

Build a core team that encompasses the largest areas: HR, Procurement, IT

- Subject Matter Experts, Dedicated Implementation Agents
- Ensure they all have a voice and seat at the table
- Constantly challenge your own thinking
- Build governance structure to keep functional teams and leaders engaged

What you can do

1. Identify the **internal critics** most likely to prevent the project's success
2. Determine the **executives** and **functional departments** whose support will be vital
3. Spend time to **understand their needs** and **let them have a voice**
4. **Sell** your **goal**, your **plan**, and your **timeline**



Time for Your Questions



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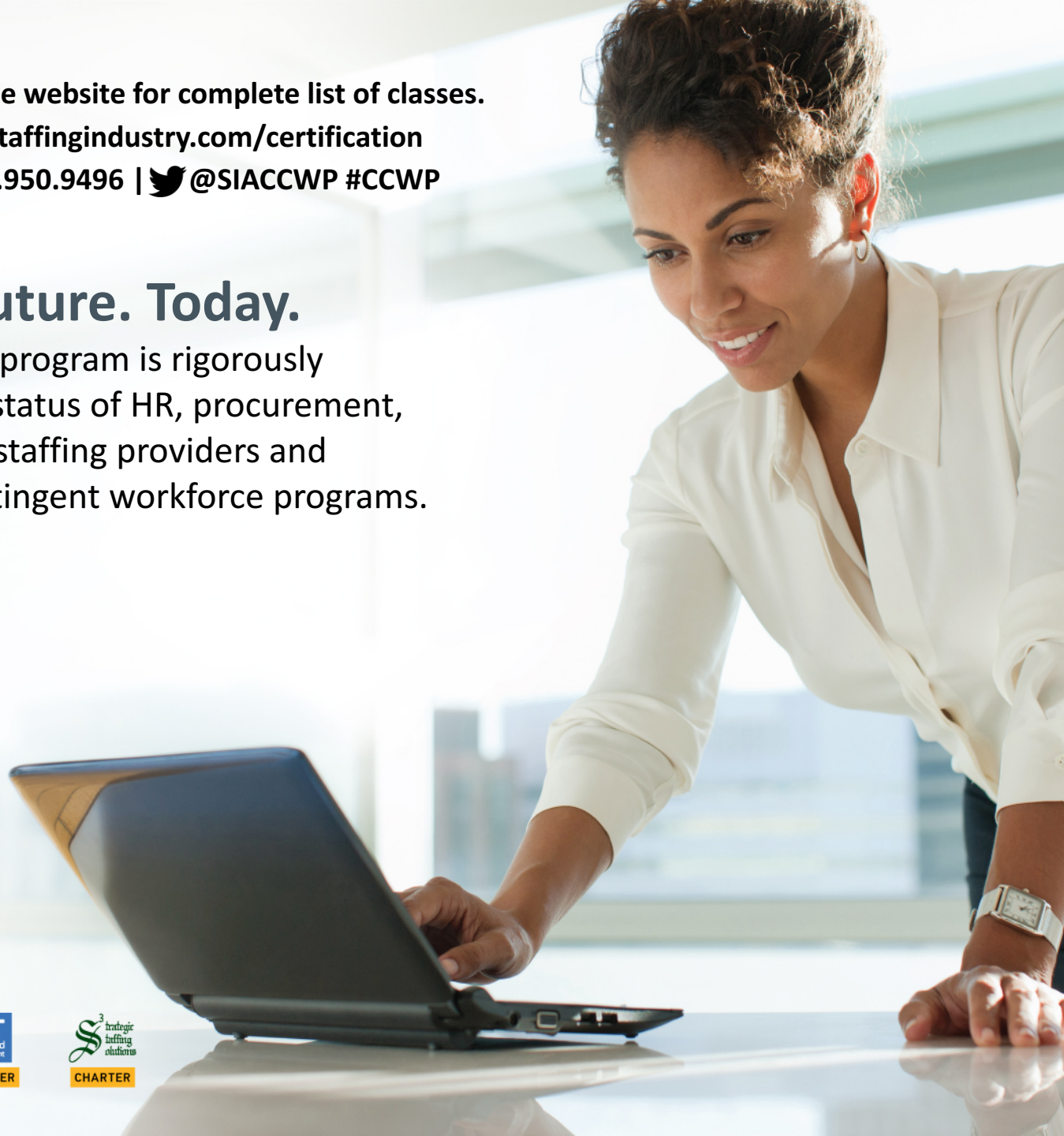
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