

Change Is Evident As We Move From Recession To Recovery

(published in The Appleton Post Crescent March 17, 2009)

We all know that change is evident. With the slowing economy and tight credit, many companies are facing hard decisions to reduce staff, implement hiring freezes, lower wages, eliminate incentive plans, streamline operations and look for new, innovative ways of doing business. Those who are forward thinkers and make the best of the recession will come out far ahead of their competitors. They will emerge as stronger companies, poised for growth and prosperity.

How can a business benefit from the slowdown in the economy? Human capital continues to be the one asset that provides a high return on investment. We are seeing a paradigm shift in how companies are managing their workforce during this recession. Companies are reducing their workforce by 5 or 10%, yet hiring new talent to enhance their management and support teams. They have identified that the skill set necessary for the future will be different as the economy enters the recovery phase. The new resources are adept in problem solving. They are initiators and innovators and will be the cornerstone for future success.

A manufacturing company recently made the crucial decision to address this very problem. Critical gaps in their management team were identified. Over the next few months, new talent that can make a difference will be hired. They know with the recent layoffs, great options are available. They also realize that the skills they are seeking cannot readily be determined off a resume. The "try before you buy" concept is back in full force based upon the ever-changing business environment.

A service based company with over 1500 employees is attempting to centralize several departments to gain efficiencies. To accomplish more with less requires an entirely different skill set. New hires are experienced in technology, have advanced communication skills and possess a desire to be actively engaged in the business. The company decided to outsource the recruiting through a staffing firm, who fully understands the end result, building a team for the future.

Another example is a global company who has aligned themselves with a staffing partner to provide them with a contingent workforce consisting of highly skilled and experienced employees with various backgrounds. They provide administrative skills in purchasing, customer service, finance, human resources, accounting, and manufacturing support. Most of the contingent workforce employees have over ten years of manufacturing experience. While on their two year assignment, the company has direct knowledge of their performance and as these employees gain experience with the company, they are identified as employees for future permanent positions. As a result, the company has experienced lower turnover and reduced significantly their recruiting expenses.

In all three examples, the Human Resource Department was actively involved in determining the new workforce strategies, defining new job responsibilities, and making the final hiring decisions.

Change is evident. Those who look to the future and plan accordingly will achieve the highest level of success. The key is to align your company with a staffing partner that provides both strategic staffing solutions and great talent.

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