



Dynamic Change – Profile of client

Dynamic Change offer innovative software and services around their core solution, known as Performance Accelerator. This is an online corporate governance solution, which ensures public sector organisations have good governance in their operations. Based in Staffordshire UK, they employ around 50 employees.



Question

Historically Dynamic Change used a range of recruitment agencies to source new talent to hire in to their rapidly growing company, paying the traditional recruitment fee for each individual candidate recruited based upon a percentage of the starting salary of the new hire. As the company grew, it realised that there had to be a more cost effective and efficient route to finding and hiring the best possible talent to make the business thrive. Dealing with multiple agencies was time intensive and the company wanted a partner who understood their culture and was motivated to help them succeed rather than simply provide CV's from a candidate pool.

Moreover, the management realised that as the business grew, managing and retaining and growing these new hires was going to be increasingly important.

The company could not yet justify a full time HR person in house, but knew that work needed to be done to get the most out of the team and make sure that it was strategically well positioned for success.

But where could it find a solution provider who could deal with both recruitment and HR requirements, and at the same time work as an extension to the team, rather than a supplier with short term financial goals?





Answer

After researching the market, Dynamic Change found SkillVault, the next generation talent management agency. SkillVault's Talent Manager Package provides coverage in both Recruitment and HR Management. Within the fixed monthly fee for SkillVault services, Dynamic Change have access to many expensive recruitment tools such as CV databases and psychometric testing, as well as a dedicated Talent Consultant who really has become an extension to the team, working on site in their offices every week to really work to understand the unique culture of the business and to therefore source likeminded people who could slot in and quickly become very productive.

The SkillVault package is not charged according to the number of staff hired and the service has soon started to save money for Dynamic Change compared to traditional agency recruitment fees.

Also, with the Talent Manager package Dynamic Change receive the benefits of HR Management. Their Talent Consultant helps them to retain and motivate their staff by reviewing and managing their contracts, policies and procedures, and by developing their appraisal scheme.



SkillVault Achievements

After only 2 months of working with Melissa, their dedicated Talent Consultant, Dynamic Change already have 3 new staff, and SkillVault are actively scouting for 4 more open positions. The employment contracts have been reviewed and at the request of Dynamic Change management are being altered. SkillVault are also working with Dynamic change to improve the Company's recruitment web pages and are introducing new intranet tools to facilitate better team communication. A new organisational chart is spearheading a new intranet with individual profiles on all team members to enable disparate team members to work more cohesively. Future phases will include sourcing a HR system to help manage team members and ensure best possible career progression for every single employee.

Hugh Ashley, Director of Dynamic Change, comments:

"Whilst we didn't have specific problems with our recruitment procedures, when we heard about the service that SkillVault offered, we appreciated that it would streamline operations and reduce costs, freeing up our management time, and we saw clearly that SkillVault would add value through the HR Management activities. I would recommend any growing organisation to consider this kind of service, its sets your business up for success".