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Changing World of RPO Offers New Solutions: Now is the Time to Transform

ManpowerGroup Solutions releases new white paper on transforming talent acquisition

MILWAUKEE, Feb. 23, 2016 /PRNewswire/ -- Recruitment Process Outsourcing has become much more than just a solution for high-volume permanent placement, and as such, organizations need to be prepared to harness and leverage the additional assets RPO can provide. This is according to a new white paper released today by ManpowerGroup Solutions, the world's largest RPO provider, part of ManpowerGroup (NYSE: MAN).



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Click the link to download *Transforming Talent Acquisition: Recruitment Process Outsourcing Comes of Age*:

<http://manpowergroupsolutions.com/manpowergroup-solutions/Home/Thought+Leadership/Explore+White+Papers/EXPLORE++Transforming+Talent+Acquisition>

"When RPO was introduced some twenty years ago, organizations were not accustomed to outsourcing their recruitment function - they were looking for cost savings," said Wendy Wick, Vice President, RPO Client Delivery, ManpowerGroup Solutions. "Today, it is about talent acquisition transformation through agility, effectiveness, candidate experience and proven results."

Sophisticated RPO programs can (and should) be designed to respond to the marketplace in real-time. The talent acquisition team must evolve beyond their internal and external engagement and be structured to ensure agility and resilience. This is the key to transformation in today's economic climate.

To help organizations increase the effectiveness of their RPO strategies, ManpowerGroup Solutions has identified the following elements that combine to form an ecosystem that's ripe for transformation:

- 1 **Leadership:** Transforming talent acquisition is a big effort and needs to be driven from the top. An internal communications plan with key messages for leaders to consistently drive is essential.
- 1 **Branding:** A best-in-class RPO provider will execute an organization's existing employer brand strategy or partner with them to develop a new one.
- 1 **Planning & Process:** This is an effort that will impact virtually everyone in an organization, so it is important to engender support and buy-in early on. This requires a plan that outlines the approach to designing the RPO program and creating alignment across functions.
- 1 **Measurement:** Achieving transformational accomplishments requires bold changes that can be measured. Starting with a baseline and integrating highly developed metrics that generate strategic insights will demonstrate results and enable a dynamic journey.

"Regardless of where a company might be in their talent acquisition journey, it is time to take the lead and drive toward transformation," Wick continued. "The knowledge, experience and tools now exist to execute strategies that evolve with the

demands of the market, deliver excellence and outperform the competition."

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About ManpowerGroup Solutions

ManpowerGroup Solutions provides clients with outsourcing services related to human resources functions, primarily in the areas of large-scale recruiting and workforce-intensive initiatives that are outcome-based, thereby sharing in the risk and reward with our clients. Our solutions offerings include Talent Based Outsourcing, Managed Service Programs, Borderless Talent Solutions, Language Services and Recruitment Process Outsourcing, where we are one of the largest providers of permanent and contingent recruitment in the world. ManpowerGroup Solutions is part of the ManpowerGroup family of companies, which also includes Manpower, Experis, and Right Management. More information about ManpowerGroup Solutions is available at www.manpowergroupsolutions.com.

About ManpowerGroup

ManpowerGroup® (NYSE: MAN) is the world's workforce expert, creating innovative workforce solutions for nearly 70 years. As workforce experts, we connect more than 600,000 people to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands - Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions - we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2015, ManpowerGroup was named one of the World's Most Ethical Companies for the fifth consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup makes powering the world of work humanly possible: www.manpowergroup.com.

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