

# CAPITA

## Resourcing Intelligence

## Insight for driving change

“ The thing is, continuity of strategic direction and continuous improvement in how you do things are absolutely consistent with each other. In fact, they’re mutually reinforcing. ”

Michael E Porter

### The strategic challenge for resourcing

In today’s rapidly changing business world, talent has become a dominant issue at the top table. CEOs are increasingly demanding greater strategic impact from their resourcing teams. To deliver tangible value today, resourcing teams need to have a greater understanding of the business’ current and future strategic drivers than ever before. The challenge, and competitive advantage, lies in gaining a clear and concise understanding of these drivers.

### Resourcing Intelligence - sophisticated yet simple

Resourcing Intelligence is a unique ‘Deep Dive’ diagnostic capable of collecting, comparing and analysing current and desired performance requirements across diverse stakeholder groups, helping you plan, prioritise and achieve your future aspirations.

Whether you need to focus on permanent recruitment, contingent hiring or the full scope of all recruitment activity across the business, the Resourcing Intelligence can be configured to your exact requirements. You can also add optional ‘specialist subject’ modules to deepen and broaden the scope of the diagnosis.

Through a user friendly interface of touch sensitive sliders, Resourcing Intelligence collects data on current and required future state performance standards as well as user demographics. The output is a clear and detailed analysis of the conflicting strategic influences at play in your business today, their impact on thinking, and your resourcing function’s ability to respond.

By empowering you to set aspirational targets across the diagnosis, Resourcing Intelligence informs strategic planning for the short, medium and long-term and will provide on-going metrics to create a framework to measure future change and drive continuous improvement.

### At a glance...



Supports data-driven decision making



Powerful analytical reporting and dashboards

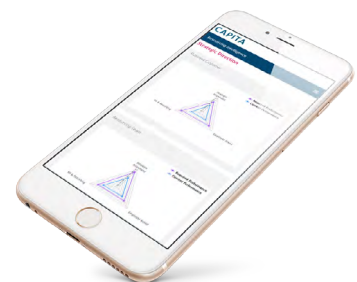


Configurable to customer-specific needs



Intuitive and user-friendly experience

### Fully optimised for mobile...



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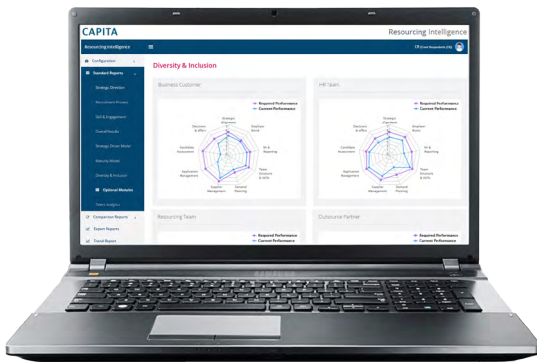
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## Multi-lens diagnostics for insight led resourcing

By enabling multiple stakeholder groups to contribute to the diagnosis, Resourcing Intelligence can provide insightful comparative reporting across its four key analytical mechanisms:

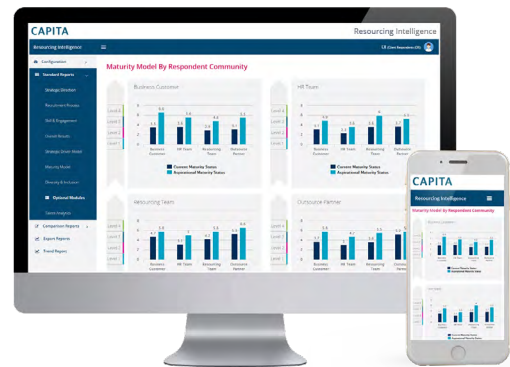
### 1. Stakeholder comparison

A detailed analysis of the priorities and aspirations of your recruiters, HR and hiring managers across the key areas of skills, engagements, processes and strategy.



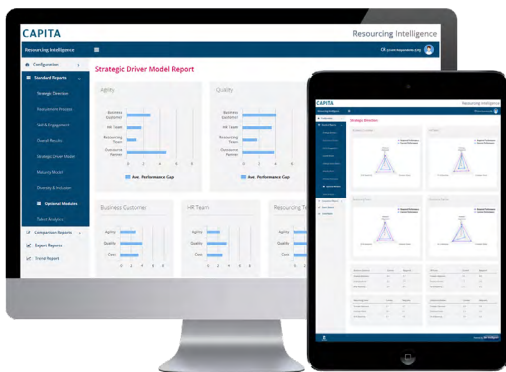
### 2. The maturity model

The unique maturity model helps organisations to understand the level and trajectory of strategic development required of their Resourcing function.



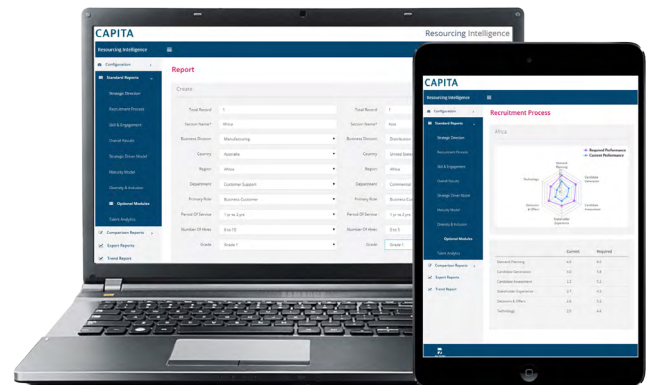
### 3. Strategic drivers diagnosis

A simple, comprehensive and powerful model to evaluate and measure the *real* priorities that drive resourcing strategy across the business.



### 4. Demographic comparisons

The demographic comparator enables you to interrogate the data in any way you wish, comparing the outcomes of any two communities, defined by your own criteria.



Resourcing Intelligence provides the insight you need to design and deliver transformation and continuous improvement programmes that are driven by a deep, accurate and measurable understanding of the priorities and requirements of your complex and diverse stakeholder community. Once a development framework is agreed Resourcing Intelligence continues to measure your success in effecting the targeted changes and improvements that will make a real difference to the performance and impact of your resourcing function.

### Contact us:

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