



Annual Meeting

General Membership Meeting

April 15, 2008

Agenda

- **Board Introductions**
- **2007 Results and 2008 Goals**
 - **Membership – Barry Mills, Taleo**
 - **Business Tools - Christine Nichlos, OER Complete**
 - **Education and Outreach – Annamarie Phillips, Spherion**
 - **Buyer’s Group – Shelia Gray, International Paper**
 - **International – Jon Holden, Mr. Ted**
- **RPO Association Merger**
- **RPO Summit**
- **Open Questions/Comments/Other Business**



RPO Alliance Mission and Purpose

- **Mission**
 - The RPO Alliance believes that Recruitment Process Outsourcing is a strategic business initiative, which improves a company's ability to attract, acquire, and deploy talent by bringing specialized expertise, improved focus and proven best practices.
- **Specific Purpose**
 - Our objective is to provide research, data, and tools to enable the community of providers, buyers, and other stakeholders to make informed decisions related to the evaluation, purchase, implementation and management of recruitment process outsourcing



Who's Leading the RPO Alliance

Board of Directors

Chairperson

Jason Berkowitz

Hyria

Vice-Chairperson

Anne Nimke

Pinstripe Inc

Members of the Board

Ladd Richland

Manpower

Kim Davis

Adecco

Aimee Brizuela

Aon Consulting

Anthea Collier

Momentum

Brett J. Gerard

The Right Thing Inc

Rebecca Callahan

Spherion



RPO Alliance Members



Membership Committee

- **Welcome each new member**
- **Provided each new member with committee contact information and offer to help navigate the RPO Alliance as needed**
- **Continued to spread the word of the RPO Alliance and refer many (estimate over 10) new member firms**
- **Encouraged potential members to join via a member's perspective**
- **Advertise the RPO Alliance via email signature**



Business Tools

Charter

To improve recruitment processes for all companies – whether that improvement is gained through outsourcing or internal process improvement programs

Activities

- Develop Business Tools
- Interface with HROA's Standards & Practices Committee
- Identify pressing needs of RPO practitioners and providers
- Help to set the RPO Alliance Research Agenda
- Interface with the HROA as whole



Business Tools cont.

Building the Committee Foundation:

- Regularly scheduled monthly meetings
- Formation of sub-committees
- Balancing membership: members bring counter parts
- Providing equal notability through credits for work performed

Current Projects:

- The Recruitment Assessment Guide: ready for publication May 2008
- The Buyers Guide: Projected publication Late Fall 2008
- Glossary of Terms: Projected publication Late Fall 2008

New Concepts:

- Providers Certification Program
- Members Self Identification Program



Education and Outreach

- **Goal: Advance the cause for RPO through education, communication and promotion**
- **Chairperson: Annamarie Phillips, Spherion Corporation**
- **Activities:**
 - **RPO Summit**
 - ▶ Set themes/agenda & help determine best speakers
 - ▶ Promote case studies and industry best practices
 - ▶ Survey
 - **Educational Series**
 - ▶ Work to set schedule for educational webinar series
 - ▶ Assist in promotion of educational series to members
 - **Surveys**
 - ▶ Develop , distribute and analyze survey of RPO buyers and providers to gain input that will help determine future events



Education and Outreach cont.

■ Help wanted:

- Interested in making a difference?
- We are looking for 4-5 new committee members to help us achieve our goal.
- Email Annamarie Philips for additional information at annamariephilips@spherion.com



RPO Buyer's Group

■ Charter

To provide Recruitment Process Outsourcing (RPO) Buyer Thought Leadership the opportunity to network, develop, share best practices and build cutting-edge expertise within a collaborative environment

■ Current Status

- Six charter members : Best Buy, Boehringer-Ingelheim, Chubb, International Paper, Kellogg and Kodak
- Group representatives will be presenting on RPO at the upcoming Strategic Talent Management Conference (April 22 to April 23)

■ 2008 Goals

- Create a Group Infrastructure
- Education on RPO competitive landscape, emerging trends
- Best practice sharing/networking
- Membership recruitment – Work closely with RPO Alliance Provider members

Shelia Gray, SPHR
International Paper
6400 Poplar Ave. Tower 1 Rm 2-002
Memphis, TN 38138
901.419.7337

shelia.gray@ipaper.com



International

Draft Vision

- Laying the ground and stimulating the RPO business development across Europe.

Draft Mission

- Create awareness, education, standards and benchmarking in the RPO market and provide networking opportunities for service-, technology providers and practitioners.

Objectives for the European RPO Alliance

- Awareness
- Education
- Networking
- Standards & Benchmarking

Tasks & activities

- Recruit members
- Set the agenda for Webinars
- Connection to the US-RPO alliance
- Research agenda
- Developing standards
- Networking activities
- Conferences
- Scheduling of meetings and conference calls (Monthly teleconferences and quarterly face-to-face meetings)



RPO Alliance/ RPO Association Merger

- **Assets of both RPOAs donated to HROA**
- **Name of combined group RPO Association – RPOAssociation.org**
- **Dues will be those of the RPO Alliance, RPO Association members will be grandfathered in until their next renewal term**
- **Leadership will blend members of each existing board to form interim board**



Formation

- **Each Board to elect four members to serve on an interim board – those eight then elect a ninth**
- **The new, nine-person board will elect an interim leadership group**
 - Chair, Vice Chair, Secretary
- **Nine person board will draft formal by-laws to propose for adoption to general membership**
- **General election in Q4 to replace 2/3 of interim board**
 - Chair, Vice Chair, Secretary continue to serve to provide continuity - replaced or re-elected in Q2 2009
 - Remaining six replaced or re-elected – half serve one-year term, half serve two-year term



Proposal

- **Proposed that the RPO Alliance shall merge with the RPO Association under the terms described herein, and, as required under Article X, Section A of the RPO Alliance By Laws the membership shall approve the suspension of the RPO Alliance By Laws until such time as new By Laws can be drafted and stand for adoption.**



2nd Annual RPO Summit

■ December 10-11 Washington DC

- RPO Buyers meeting on the 10th
- Cocktail reception with Buyers, Speakers & Sponsors evening of 10th
- RPO Technology debate/panel
- Latest trends in RPO
- Case studies (Advisors/ Providers and Buyers)
- Agenda to be created in concert with Education and Outreach Committee
- Special rate to attend prior to June 1st 2008.
 - ▶ Buyer Group members (free)



Questions/Comments/Other Business

