

Contingent Labor Optimization

Prepared for

April 2024

PROPOSAL NERDS PROPRIETARY

A History of Our Partnership

Client X and Consulting Company's deep partnership began in January 2019. We have worked closely with the Online team, providing long term support with a consistent and productive global workforce. Our relationships span but are not limited to:

Client X Data Online	Client X Product Management	Client X Procurement	Deciem
XX Head of Data Science	XX VP Product Management	XX Procurement Manager, IT & Corp Services	XX VP of Global Online
XX Executive Director Data Science	XX Executive Director, NA, Digital Tech & Experience		XX Director Digital Product Management
XX Executive Director, Data Science and Analytics	XX Executive Director, Product Platform		
XX Sr. Analytics Engineer			
XX Sr. Staff Analytics Engineer			
XX Principal Data Scientist			

Meet Your Consulting Company Team



XX
Enterprise Account Director



XX
Senior Client Partner



XX
Practice Lead - Strategy Consulting

Please refer to the [Appendix](#) for further details of Consulting Company.

Our Understanding



Client X today

- Since November 2023, Client X has been actively engaged to operationalize the Profit Recovery Plan (PRP).
- The objective of the PRP is to deliver incremental operating profit of \$1.1B to \$1.4B over two years:
 - To achieve that, Client X has started a 3-5% net reduction in positions
 - Client X included incremental indirect procurement to improve overall efficiency and reduce cost
 - Reduction strategies included reallocating temporal hiring to HR instead of Procurement

*Together with BCG, Client X established a new process for approving the contingent workforce. **Client X now seeks effective consulting teams to execute the outlined strategy.***



Getting the future right

Risks of an unoptimized Contingent Workforce:

- **Operational Inefficiency:** Delays in filling critical business needs
- **Cost Leakage:** Uncontrolled rates and unnecessary FTE hires
- **Blind Spots:** Limited visibility into total labor spend
- **Knowledge Loss:** Expertise lost when contingent workers depart or are underutilized
- **Compliance & Legal Risks:** Potential worker misclassification

Contingent Labor Optimization At Its Best

In our experience there are three types of optimization lever for ensuring a successful transformation.

Optimization Categories & Example Levers

Cost Reduction

- Prioritized Demand Reduction
- Rate Card Standardization
- Top Vendor Consolidation
- Rate Negotiation (targeted or via RFP)
- Contingent Labor Stacked Ranking

Process Optimization

- Global Contingent Labor Policy
- Prioritized / Tiered Hire Approval Process
- Route-to-Hire Definition (for contingent labor)
- Preferred Vendor Program
- Vendor Performance Management

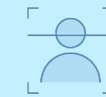
Workforce Strategy

- Total Labor Management Program
- Workforce Classification Definition
- Capacity Planning (activity catalog)

Common Objectives



Total-labor management and transparency



Accelerate talent acquisition process



Optimize contingent workforce costs



Consolidate preferred vendors



Streamline processes and increase compliance



Reduce business risk (e.g., labor misclassification)



Target Operating Model Design | Organizational Strategy & Design | Enterprise

Consulting Company strategy consultants enable a Fortune 100 client to create a world-class product organization

This global client required a consulting partner with proven expertise and agility to drive productivity, employee collaboration, and breakthrough growth for a 50,000+ person business unit.

Client

Industry	Employees	Curated Consulting Company Team
Commercial Real Estate	~100K	Project Manager Consultants

Related Capabilities

Organizational Strategy & Design, Change Management, Employee Experience, Target Operating Model Design, Business Model Strategy, Corporate Strategy, Post-Merger Integration and Value Creation, Performance Improvement



Consulting Company helped us get to a better outcome, faster than anyone else could have. Their talent brought the right expertise for the job, without the overhead and costs that a traditional consultancy would bring.

Executive Managing Director, Global Operations
Global Commercial Real Estate Company

Challenge: A global commercial real estate company faced a significant organizational effectiveness challenge. The combination of making a series of acquisitions and an outdated organizational design was inhibiting growth and increasing internal inefficiencies. The client’s pain points included suboptimal product delivery, misalignment to customer needs, culture conflict, role redundancies, and organizational capability and capacity gaps.

Solution

Building a World-Class Operating Model

Consulting Company introduced a team of seasoned consultants and industry leaders who were able to quickly understand the client’s challenges, identify areas to reduce costs, and bring their expertise to bear to rapidly design a new, agile Target Operating Model (TOM).

Unparalleled Expertise

The team of experts curated by Consulting Company included a project lead, two TOM consultants, and a subject matter expert in organizational design and change management. By leveraging Consulting Company’s proven frameworks and methodologies, the team was able to create a robust future state design that connected issue to outcome and could be deployed in iterative sprints to generate rapid and progressive value.

Impact

The Bottom Line

The new TOM provided much needed flexibility to the organization, while driving cross-functional collaboration across product, sales, delivery, and service teams.

Efficiencies gained by implementing the new TOM will drive up to **35% efficiency gains**, improve employee engagement, and enable industry-leading customer experiences.

Strategy | On-Demand Talent | ENT | Technology

Professional services company realizes 50% profit growth through pricing and operational redesign

The company's sub-optimal pricing model and misuse of resources led to unnecessary costs and missed revenue. The client turned to a Consulting Company consultant for help.

Challenge: Due to economic changes, a company that had operated profitably for decades experienced sudden and dramatic declines in revenue. The company responded with significant, across-the-board cuts in staff and other costs, but the losses continued, capabilities declined, and the company faced bankruptcy.

Solution

Uncovering the issue

Consulting Company's consultant first conducted a detailed analysis of all aspects of the company's operations, uncovering core issues with the business model and culture that drove ineffective use of resources and resulted in a large percentage of customer accounts being unprofitable.

Company-wide change

Substantial, near-immediate financial gains came through revising the pricing model to ensure all customers were profitable. This was followed by company-wide operational improvements to ensure effectiveness within each department and operational synergy across the company.

Outcome

Effective use of resources

The crisis and operational analysis forced the company to change "the way it's always been done". By segmenting the client base and establishing pricing and service level tiers, each area of the company was able to better focus its time, attention, and resources in ways that increased profits and enabled higher production even with the decreased staff levels.

50% profitability growth

The combination of redesigning the pricing model, establishing clear company goals, aligning each department with those goals, streamlining processes, and properly allocating resources increased sales, productivity, customer service, employee satisfaction, and profitability by more than 50%.



XXX

Management Consultant
Previously at



Talent Profile

XX is a former COO and operations consultant with Accenture, holding a BS in Industrial Engineering and an MBA. He has over 20 years of experience redesigning operations to maximize cost effectiveness and efficiency.

See full profile [here](#).

Location

Florida, United States



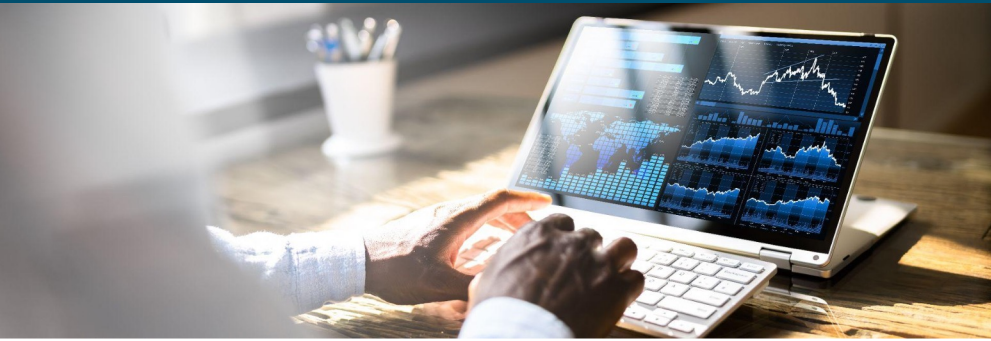
Related Capabilities

Pricing Strategy, Customer Segmentation, Competitive Analysis, Revenue Growth, Business Transformation



Curated Consulting Company Talent

Business Cost Optimization Expert



Product Management | Launch Strategy | Enterprise

Consulting Company helps Fortune 1000 insurer pivot product launch from consulting team to internal team, bolstering productivity by 30%

A leading US insurance firm was poised to launch an innovative new platform, but was overpaying for a third-party advisory firm and needed help transitioning to internal staffing.

Client

Industry	Employees	Curated Consulting Company Team
Insurance	~10,000+	Product Manager, Strategist

Related Capabilities

Data Analysis Consultants, Digital Product Managers, Product Development Managers, Product Strategy Consultants, Transformation Project Managers



We know Consulting Company has the best talent. The matches they have provided have hit the nail on the head every time.

VP Strategy Execution

Fortune 1000 Insurer

Challenge: Virtual, “all-in-one” wallets have already improved customer access in the banking industry. One leading insurer had plans to bring a similar offering to their insurance clients, but needed support transitioning from a costly third-party product management solution to an efficient in-house team for launch.

Solution

From nine contractors to two experts

The client was working with nine contractors through their former advisory firm and turned to Consulting Company for a more efficient solution. In a matter of days, Consulting Company introduced a product manager and a transformation strategist with over 32 years of combined solution development experience.

Improved efficacy, reduced overhead Leveraging decades of product launch expertise, Consulting Company’s two experts phased out the existing contractors and guided the client’s in-house team without delaying the product launch. Throughout this process, Consulting Company helped scale and train the client’s internal product management team to six highly capable owners.

Impact

Efficiency for launch improved by 30%

While the third-party consultant pushed to extend its contract, Consulting Company was able to take over and ensure that the product reached completion on time despite the transition. The client’s internal team is now 30% more efficient and cost-effective than the previous nine-person consultancy solution.

Unlocking new potential

The successful launch of this first-of-its-kind product has unlocked a newer, younger audience of clientele for the brand’s parent company. With a capable in-house team, a clear product roadmap, and the flexible option to reach out to Consulting Company for support, the client’s new platform is as scalable as it is successful.

Only The Best: Sample Profiles



XXX

United States

XXX is an Organizational Design and People Strategy expert, specialized in strategic consulting for HR strategy, organizational development, talent management, and change management. She brings a diverse background in HR leadership, organizational development consulting, and data analytics.

PREVIOUSLY AT

MERCYONE

[FULL PROFILE](#)



XXX

United States

XXX is a successful management consultant with extensive experience in human resources, change management, organizational effectiveness, and training. Robert has global manufacturing and consulting experience in North America, Europe, Asia Pacific. After working on Accenture, he joined Consulting Company to support HR/change initiatives.

PREVIOUSLY AT

accenture

[FULL PROFILE](#)



XXX

United States

XXX partners with executives to quickly uncover new value by transforming their operating models and organizations. During his tenure at Deloitte and Accenture, he has worked with CEOs, CFOs, and CHROs on the operating model and organizational assessments, redesigns, shared services transitions, and digital transformations

PREVIOUSLY AT

Deloitte.

[FULL PROFILE](#)



XXX

United States

XXX is an award-winning entrepreneur who founded three tech companies, leading one to an exit that generated a 16x return. He also founded an offshore delivery company and scaled it to 250+ people. Pala has expertise in outsourcing and business strategy, financial models, HR optimization, go-to-market and pricing strategies, and growth consulting.

PREVIOUSLY AT

KOCH

[FULL PROFILE](#)



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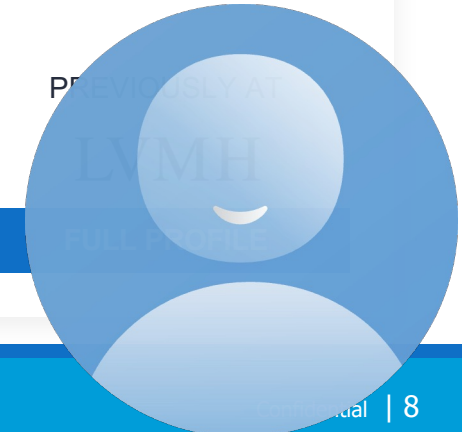
United States

XXX is a business consultant with over 20 years of luxury and CPG industry experience in strategy, business expansion, competitive analysis, consumer insights, data analysis, and research. She was Head of Strategy at Gucci and then LVMH, where she established track record of improving revenue, margins, and scale.

PREVIOUSLY AT

LVMH

[FULL PROFILE](#)



Appendix

Overview of Consulting Company

PROPOSAL NEEDS PROPRIETARY

Consulting Company is the world's **largest** distributed network of **elite talent**.



XXX

Growth Strategy

PREVIOUSLY AT



XXX

GtM Strategy

PREVIOUSLY AT

McKinsey&Company



XXX

UX & UI Designer

PREVIOUSLY AT



XXX

Pricing Strategy

PREVIOUSLY AT



XXX

Digital Transformation

PREVIOUSLY AT



XXX

Marketing & Product

PREVIOUSLY AT



Global Scale & Reach

The World's Top Talent, On Demand

- Founded: **2010**
- Clients: **21,000+**
- Engagements: **55,000+**
- Active Talent: **15,000+**
- Talent Applications: **1,100,000+**
- Reach: **140+ countries**



We connect talent in **technology and business** with top organizations ranging from startups to the Fortune 10.

Only the top 3% of applicants make it through our rigorous vetting process.

Scale resources up and down **on-demand** with a **no-risk trial** before you incur any expense.

We have nearly every combination of **skill, experience, and geography** in our network, and if we don't our **talent acquisition team** can find it.

Our **no-risk Talent trial period** gives you your money back if you are not satisfied.

Traditional Consulting vs Consulting Company




Representative commercial considerations based on traditional consulting pod structure and standard market rates.

Experienced, but you're not getting their time →

Inexperienced, but getting a LOT of their time →

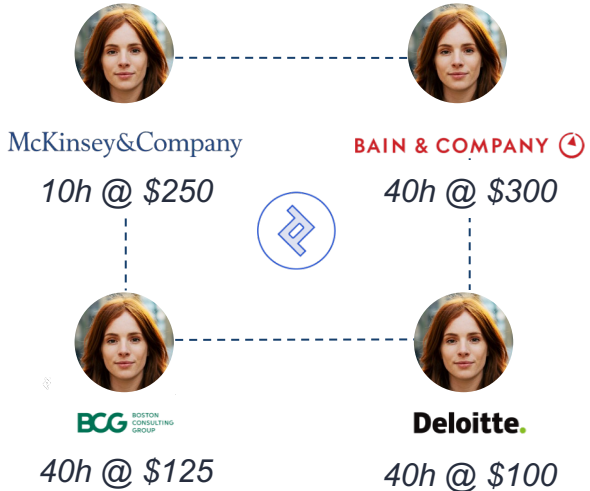
Traditional Consulting Team

Inflexible, Inefficient, Not Cost Effective

	Managing Director (x1)	\$750/h (4h per week)
	Project Manager (x1)	\$550/h (24h per week)
	Associates (x2)	\$300/h (45h per week)
		\$43,200 (118h per week)

The right Talent at the right time, without the unnecessary overhead

Agile consulting pod, with 3 FT strategy consultants and one industry SME



McKinsey & Company	BAIN & COMPANY
10h @ \$250	40h @ \$300
ECG	Deloitte
40h @ \$125	40h @ \$100
\$23,500 (130h per week)	

← **Quality:** ex-top tier consulting firms

← **Agility:** Scale the team up or down on demand

← **Value:** Broad range of pricing driven by location and experience

Consulting Company's Management Consulting Capabilities

Consulting Company's extensive global talent network combined with expertise from Consulting Company's Management Consulting Specialists enable us to support clients across a broad range of consulting capabilities.

Strategy

- Corporate Strategy
- Business Model Strategy
- Growth Strategy
- Profit Turnaround / Restructure
- Business & Digital Transformation
- Market Research

Finance and M&A

- Corporate Finance
- Finance Transformation
- M&A Strategy
- Due Diligence
- Operational Readiness
- Post-Merger Integration and Value Creation

Supply Chain & Operations

- Supply Chain Management
- Sourcing & Procurement
- Digital Manufacturing
- Performance Improvement
- Sustainability

Marketing & Sales

- Marketing Effectiveness
- Sales Transformation
- Service Excellence
- Pricing Excellence
- Sales & Channel Management
- Customer Insights & Analytics

Innovation & Experience

- Customer Experience Strategy & Design
- Customer Outcomes
- Human-Centered Ideation
- Digital Innovation
- Rapid Prototyping
- Innovation Capability Development

People & Organization

- Organizational Strategy & Design
- Change Management
- Employee Experience
- Executive Coaching
- HR / Workforce Transformation
- Target Operating Model Design

Consulting Company's Technology Services Capabilities

Consulting Company's extensive global talent network combined with expertise from Consulting Company's Technology Services Specialists enable us to support clients across a broad range of technology services capabilities.

App Services & Modernization

- Application Development
- Application Modernization
- Application Maintenance
- Architecture
- DevOps

Cloud Services

- Migration and Modernization
- Cloud Platform Enablement
- Cloud Operations
- Cloud Security
- Cloud Data Transformation
- Governance

Platforms & Enterprise Apps

- ERP Platforms
- CRM Platforms
- Finance Platforms
- Operations Platforms

Leading-Edge Tech

- Web 3.0
- Blockchain
- NFT
- AI / ML
- AR / VR

Information Security

- Security Engineering
- Identity Management
- DevSecOps
- Incident Response
- Security Architecture
- vCISO

Infrastructure & Operations

- Network
- Systems Administration
- IT Operations
- Service Management
- Digital Workspace
- Cloud and Data Center

Data & Analytics

- Data Strategy and Architecture
- Business Intelligence
- Advanced Analytics & AI
- Big Data
- Data Visualization
- Data Governance

Quality Assurance

- Application Quality Assurance
- Business Process Assurance
- Intelligent Test Automation
- Performance Testing
- Security Testing
- Accessibility Testing

Digital Experience

- Customer Experience Design
- User Interface Design
- Product Design

Intelligent Automation

- Business Process Automation
- Robotics Process Automation
- IoT

Management & Governance

- Product Management
- Project Management
- Program Management

Technology Advisory

- CIO/CTO Advisory
- IT Operating Model
- Product-Operating Model
- Innovation

Consulting Company's Marketing Capabilities

Consulting Company's extensive global talent network combined with expertise from Consulting Company's Marketing Specialists enable us to support clients across a broad range of marketing capabilities.

Brand & Marketing Strategy

- Brand Strategy & Management
- Brand Planning
- Brand Design & Content
- Brand Activation
- Customer Insights

Marketing Leaders

- Chief Marketing Officers
- Brand Managers
- VPs of Marketing
- Chief Creative Officers

Digital Marketing

- Search Engine Optimization (SEO)
- Paid Search (PPC)
- Content Marketing
- Mobile Marketing
- Email Marketing

Social Media

- Social Media Advertising
- Social Media & Influencer Marketing
- Community Management
- Social Media Brand Strategy
- Social Media Content Production

Growth Marketing

- Marketing Channel Strategy
- Marketing Growth Strategy
- Growth Experiments
- Customer Acquisition
- Customer Retention

Creative Services

- Creative Branding
- Website Design
- Brand Development
- Graphic & Logo Design
- Photo & Video

Advertising & Media

- Brand Advertising
- Campaign Activation
- Advertising Strategy
- Multimedia Experience
- Media Planning & Buying

PR & Communications

- Communication Planning
- Integrated Marketing
- Omnichannel Communication
- Corporate Communication
- PR & Crisis Communication

Marketing Research

- Market Intelligence
- Competitive Monitoring
- Surveys
- Focus groups

Commerce

- Ecommerce Marketing & Engagement
- CRM (Customer Relationship Mgmt.)
- Loyalty Programs

MarTech

- MarTech
- Marketing Performance
- Customer Analytics
- Conversational Interfaces
- Marketing AR/VR

Experience

- User & Customer Experience (UX/CX)
- Gamification
- Experiential Marketing
- Shopper Marketing
- Customer Journeys

Trusted by leading companies



PROPOSAL NERDS PROPRIETARY

XX

Enterprise Account Director

XX@Consulting Company.com

XX

XX

Senior Client Partner

XX@Consulting Company.com

XX

XX

Practice Lead, Strategy
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XX@Consulting Company.com

XX