

omni
talent is everything

**We change the way
organisations resource
for the better**



Changing the way organisations resource for the better

Omni is a Resourcing Transformation Specialist with one clear purpose – to change the way organisations resource for the better.

We work with organisations to improve their resourcing effectiveness, enabling them to stand out from their competitors in how they engage and retain talent. Born out of entrepreneurial spirit, we have been transforming how organisations recruit in the UK for over 24 years.

We are multi-award-winning thought leaders and the official partner to the CIPD for the production of its annual Resourcing & Talent Planning Survey, providing detailed insight from UK businesses into the challenges facing Talent Acquisition Teams and the best practice being developed to overcome these.

Comprising three business streams – Recruitment, Talent Consultancy and Talent Development - Omni delivers competitive advantage to its clients, across both permanent and contingent talent markets.





Recruitment

Experts in delivering brand-led recruitment services including RPO, MSP, Exec Search and Assessment. Tech enabled solutions enhancing candidate experience and process efficiency.



Talent Consultancy

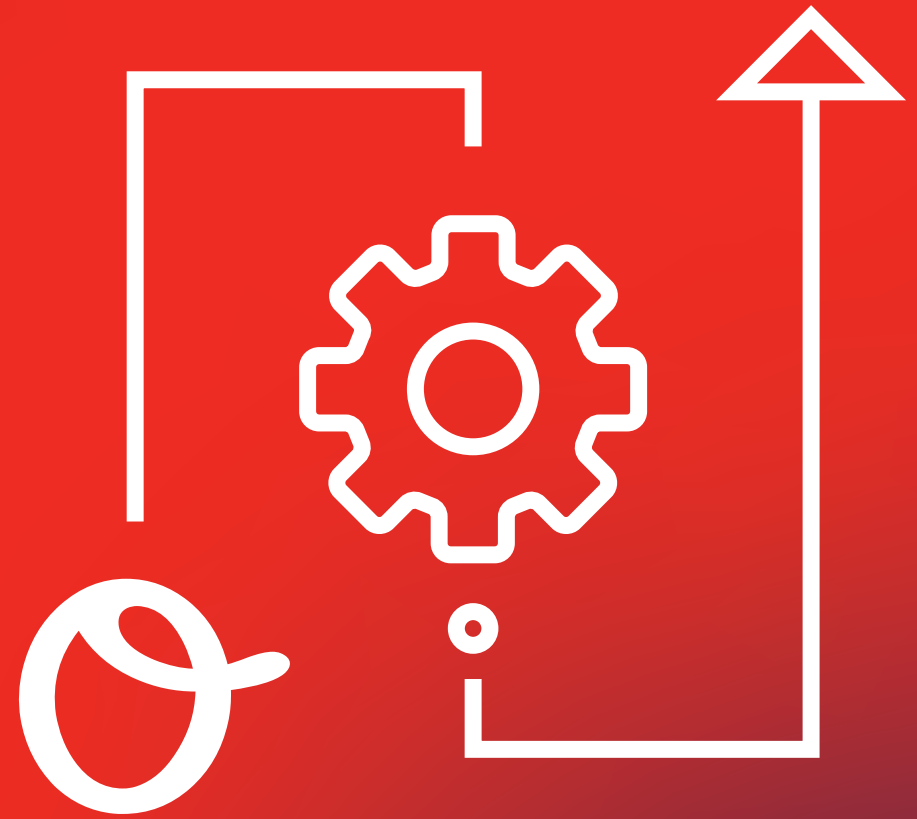
Helping organisations to understand and improve their resourcing effectiveness, through a range of strategic consultancy services.



Talent Development

Supporting organisations to attract, nurture and develop talent. Our services include Recruitment Training for in-house teams, Internal Mobility and Succession Planning, and Management and Leadership training.

End-to-End Solutions



Recruitment

Recruitment Process Outsourcing

More Value Than You Think

Recruitment Process Outsourcing is when a business transfers all or part of its recruitment activity to an external organisation, such as Omni.

Whilst many organisations make a strategic decision to outsource their recruitment activity in full, others look to complement the activities of internal talent acquisition teams with outsourced partnerships.

Indeed, the Resourcing & Talent Planning Survey conducted by CIPD (in partnership with Omni) showed that 41% of organisations use a combination of in-house teams and outsourced arrangements.

Whilst there are a multitude of reasons, organisations generally consider outsourcing if they:

- Struggle to attract talent directly and are at a competitive disadvantage as a result
- Have spiralling recruitment costs with an over-reliance on expensive recruitment agencies
- Lack the expertise internally to source niche talent in high demand job categories
- Experience lengthy times to hire which impacts business productivity and performance
- Struggle to scale internal teams up or down in line with fluctuating recruitment volumes
- Have limited visibility and control of recruitment activity due to a lack of recruitment technology

Because business drivers for outsourcing recruitment can differ, so do the types of RPO delivery models available.





End-to-end RPO

Full outsourced recruitment service covering engagement, sourcing, screening and assessment through to offer management and even onboarding.



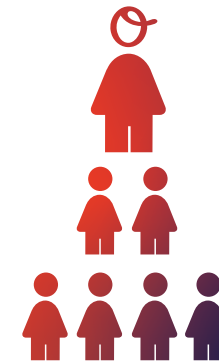
Project RPO

Flexible support to deliver high volume, short-term and/or specialist recruitment projects to provide flexibility and scalability to internal TA teams.



On-demand RPO

A blended solution working collaboratively with in-house TA teams to incorporate specific recruitment activities, e.g. telephone screening and assessment.



MSP & SoW

Recruitment services for a contingent workforce that manages all agency suppliers and candidate engagement from one single source.

A Few Examples

RPO in Practice




- Omni manages all salaried recruitment across ISS UK
- Over 2000 hires per annum across front-line engineering to senior finance, IT, HR and other corporate functions
- Implemented technology suite and mobilised full RPO service across 13 different business functions
- Improved direct sourcing from 50% to 92% across the entire business

End-to-end RPO



- Omni manages all permanent and contingent worker recruitment from attraction to onboarding
- The service is delivered via a dedicated onsite team with off-site support
- Fully tech enabled solution including ATS, Talent Pool Management and Career Skills development
- The service has a high emphasis on workforce planning, brand development and EDI

End-to-end RPO

UK Lighthouse Labs Network 

- Omni worked with Lighthouse to set up the Alderley Park COVID-19 testing centre
- The project included employer brand development and bespoke careers website, along with design of assessment and selection process
- Rapid 14-day turnaround to project go-live
- 718 job offers from 4200 applications over just 10 months

Project RPO



- Omni support the Co-op internal TA team across the UK retail business
- Resourcers deliver telephone-based pre-selection of candidates c. 600 assessments per week
- Size of team fluctuates in line with demand, providing scale and flexibility
- Service has led to 40% increase in interview to offer ratio

On-demand RPO



Talent Consultancy



Resourcing Effectiveness Assessment

Omni has developed a proprietary framework for assessing resourcing effectiveness, which enables us to benchmark an organisation's resourcing practice, work with them to identify risks to the organisation, and develop a roadmap which prioritises improvements to be made.

The ultimate health check for an organisation's resourcing strategy, the REA aligns resourcing practice to organisational success, and identifies four maturity stages of resourcing best practice, across four key categories: People, Process, Technology and EDI.

The REA, delivered by our specialist consultancy team, helps you to audit, assess and take action to enhance the value that Talent Acquisition brings to the organisation.

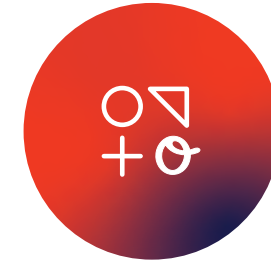


Assessment for Recruitment

Our assessment and selection solutions support organisations to achieve better hiring outcomes. They deliver effective, fair, inclusive, engaging and reliable assessments that enhance the overall hiring process for candidates and hiring managers.

We help organisations identify the positives in each candidate: their strengths, talents and potential, alongside the potential areas for development, or the risks associated with a potential hire. Done well, effective assessment predicts job performance, resulting in better, and more inclusive, hiring decisions. By increasing performance, engagement and retention our core assessment and selection services include:

- Psychometric Assessments
- Deep-Dive Profiling for Leadership and Critical Roles
- Assessment Centres
- Behavioural (Competency) Framework Design
- Bespoke Assessment Exercises and Tools



EDI (Equity, Diversity and Inclusion)

EDI can no longer remain as a bullet point on a board agenda; to be discussed at every occasion but no real action taken to drive the change needed.

Prospective candidates, and the talent you need in your organisation to meet your own objectives, want to work for an organisation where diversity is evident and inclusion is the norm.

Omni works with organisations to help develop EDI best practice across the resourcing life cycle, helping them to embed processes that work and deliver against corporate objectives. Whether benchmarking EDI performance, developing bias-free attraction and selection processes, or training hiring managers in inclusive selection techniques, we can help deliver the change needed.

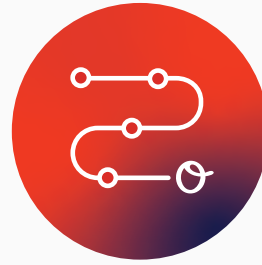


Benchmarking

Omni's market benchmarking reports support organisations with the most up-to-date and reliable information on remuneration and benefits – helping them to make informed decisions around pay, benefits and total reward on an individual, departmental or organisation-wide basis.

Our detailed reports can provide one-off or recurring data that allows organisations to address the following issues:

- Recruitment/retention
- Restructures and the development of new roles
- A need for external objectivity
- Changes to the current reward structure and/or elements of benefit provision
- Inconsistencies and anomalies in current practice



Workforce Planning

Strategic Workforce Planning is the alignment of an organisation's business strategy with their workforce strategy. Having the right people in the right place at the right time is critical to the success of your business, but getting high calibre resource at the right cost and engaged on the right contract is also absolutely key.

Omni's consultants have over two decades of experience in developing talent strategy.

Our combination of research, consultancy and best practice knowhow, has resulted in our unique Strategic Workforce Planning methodology. Our services include:

- Environmental scan of your organisation, to highlight market positioning, challenges and potential changes
- Workshops to support you with the process in realtime, along with resources to allow you to complete the work in-house
- Consultancy and coaching, to support your organisation with any change implementation



Employability & Career Service

Omni's employability and career service technology supports organisations by allowing its users to realise the potential of their transferable skills, improving their employability and helping them to move into new roles.

Our Online Careers Hub, containing hundreds of e-learning assets to improve workplace skills, can be fully branded to an organisation and configured specifically to suit the end user's needs.

Organisations can give access to a wide variety of groups, including:

- Internal talent pools such as early careers, high potential, and diverse groups to enable career progression
- At-risk employees to help them find another role internally or externally
- External talent pools to support the creation of talent communities for future hiring
- Regretted candidates to enhance an organisation's employer brand and social impact

Case Studies



Northern Care Alliance

NHS Foundation Trust

Omni worked with the Northern Care Alliance to conduct a Resourcing Effectiveness Assessment and support with the development of a new resourcing strategy, as part of the Trust's overall organisational merger and re-structure.

The results of the REA provided NCA with transparency of all their resourcing activity, as well as a road map of recommendations and priorities to allow for the development of a best-in-class resourcing strategy.

This strategy included a new resourcing vision, transformation road map, operating model, employer brand and EVP with a new career website, and a training programme for the Group's in-house resourcing team.

"Omni validated the need for change and the results from the REA clearly set the direction for the resourcing team. Omni's feedback has enabled us to clearly define what we need to deliver in order to transform our current recruitment model and work towards our overall ambition, to establish and promote the Alliance employer brand as an employer of choice."

Amy Goodale, Resourcing Lead, Northern Care Alliance

MONEY SUPERMARKET

Omni were commissioned to develop a training programme for Money Supermarket's in-house talent acquisition team. One of the elements to the programme was delivery of an inclusive recruitment workshop. Following the success of the workshop, and as part of their wider business EDI strategy, we were further commissioned to develop an eLearning module for every people manager and hiring manager across the entire Money Supermarket group. This was designed in partnership with the L&D team to align with other EDI training they were undertaking.

"Enlightening, engaging, essential. Main learning: much greater understanding of reasonable adjustments."

Emma Neary, Head of Talent and Employer Brand

"It was great, really informative and useful. My main learning was understanding disability and the approach I need to take when coaching and giving information to hiring managers."

Laura Hughes, TA Partner

Talent Development





Assessment for Development

Our assessment for development solutions unlock the potential of your people by identifying the strengths, talents and areas for development that exist in individuals and teams. This information is essential in informing the developmental activities that will have a real impact.

Alongside individual development, broader talent management, succession planning and redeployment activities also benefit hugely from objective and robust assessments. Our solutions support internal mobility, increase engagement and improve retention. Our core developmental assessment services include:

- Psychometric Assessments
- Deep-Dive Profiling for Leadership and Critical Roles
- Development Centres
- Behavioural (Competency) Framework Design
- Bespoke Assessment Exercises and Tools

We design our developmental assessments to dovetail into your existing talent architecture and support your broader talent management and development activities, ensuring an engaging, positive and seamless experience for your key people.

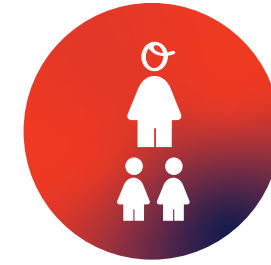


Recruitment Training

Omni's recruitment training programmes have been developed by experienced in-house TA and recruitment professionals. Our programmes improve and enhance recruitment skills and capabilities, so that TA teams and hiring managers can better attract, select and retain the best and most diverse talent possible, no matter their level or experience. Our training services are split into:

- Recruitment and Talent Acquisition Team Training
- Hiring Manager Training

We deliver training in a number of ways to suit your needs, be it face-to-face, live virtual workshops, or as eLearning modules.



Management Training

Omni's management training programmes provide a comprehensive and tailored solution to developing and upskilling managers of all levels, from team leaders, through to heads of department and directors.

Our management training programmes help organisations to significantly improve their employee effectiveness by focusing on areas such as:

- Building Personal Resilience
- Communicating and Influencing
- Motivating Teams to Perform
- Developing Coaching Skills for Managers
- Performance Management and Developing Teams
- Managing Change
- Managing Diverse Teams

Whatever your objectives and learning needs, Omni will design, develop and deliver courses to suit any leadership group.

Want to find out more?

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www.omnirms.com

