



Your Corporate or Personal HR Advisor

Real Partnership As The Key To Success

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OUTSOURCING IS A SYSTEMATIC PROCESS



Step 1: Understanding of the need for outsourcing

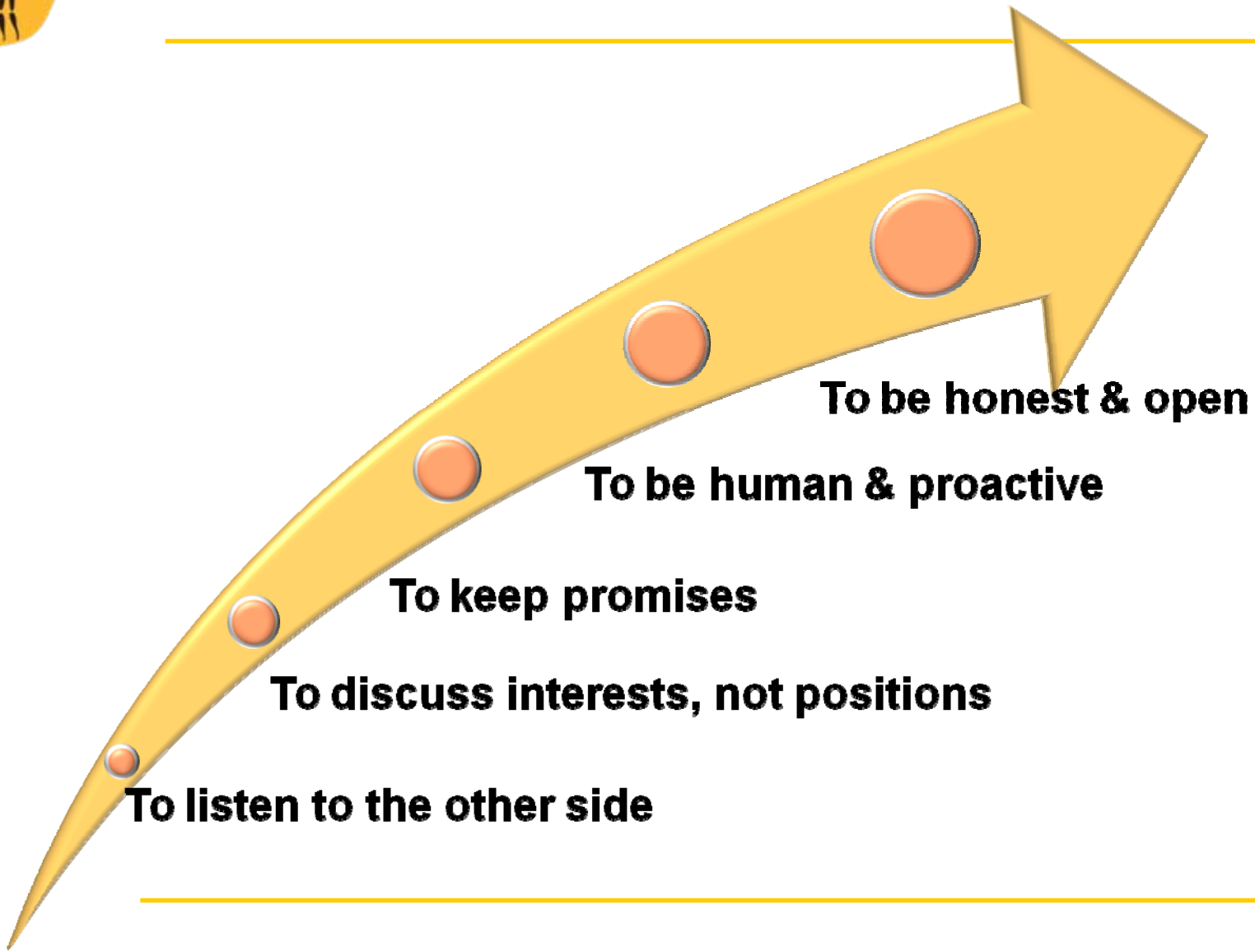
Step 2: Select the right partner

Step 3: Manage the outsourcing partnership

5 PRINCIPLES OF OUTSOURCING PARTNERSHIP



TRUST





COOPERATION, NOT DOMINATION

- Establish co-operative approach
- Understand mutual goals
- Change position from CLIENT-PROVIDER to PARTNER-PARTNER
- Be ready to compromise
- Communicate, communicate, communicate...

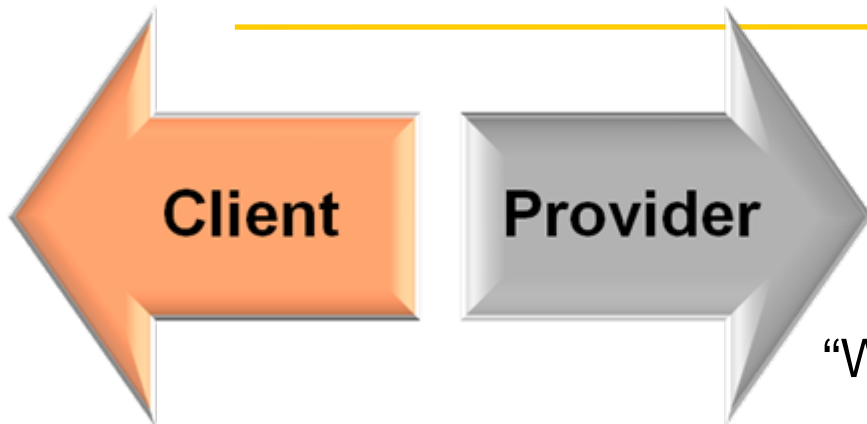
RESULT: Increasing value for each other

LOOKING FOR WIN / WIN SOLUTIONS

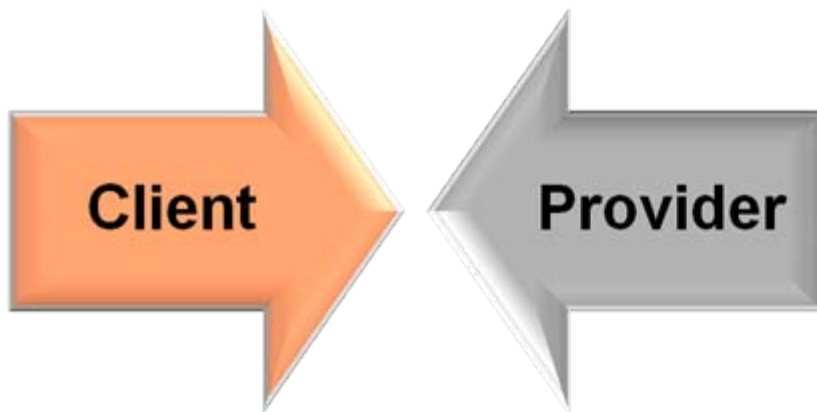


Create a WIN / WIN approach to reach the balance

LOOKING FOR WIN / WIN SOLUTIONS (2)



“What It Is For **ME**?” mentality

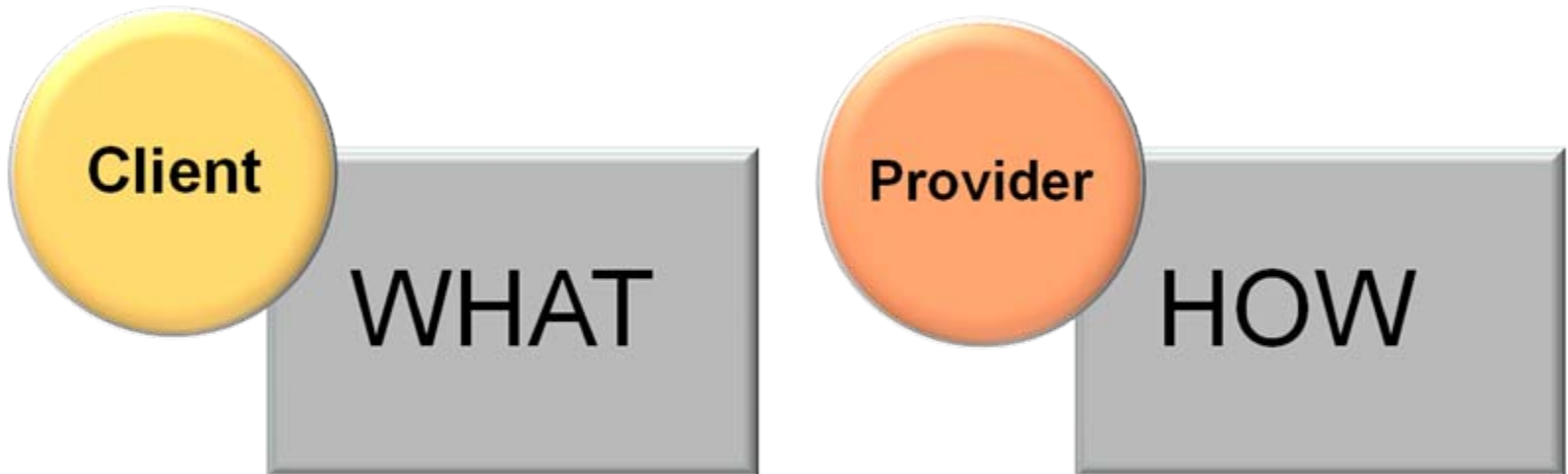


“What It Is For **WE**?” mentality

Change “What It Is For **ME**?” into “What It Is For **WE**?”

FOCUSING ON WHAT NOT ON HOW

Effective Outsourcing partnership is based on distribution of responsibility



Do not dictate “WHAT” to wait from outsourcing
& “HOW” to do the job

ESTABLISHING REALISTIC EXPECTATIONS

- Establish realistic expectations on the scope of outsourcing and its benefits
- Find objective ways to measure whether co-operation is successful
- Openly discuss the difficulties –to prevent dissatisfaction

Successful partnership is a two-way street!



Your Corporate or Personal HR Advisor

Thank you
for your attention!

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