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# Deal or No Deal: Building RPO Partnerships

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**Building.....**

**Assumes that construction work is  
required.....**



# Role defines expectations

A Partnership is a relationship in which individuals share jointly both the successes and challenges of the undertaking in which they all have invested.

Vendor- Services for Sale



# What is RPO?

- ❖ An answer to my War for Talent
- ❖ A Shift and Lift of internal recruiters
- ❖ A quicker way to hire talent
- ❖ A cheaper way to hire talent
- ❖ A way to temporarily staff or manage projects
- ❖ A **Third party agency**

The transferring of an organization's on-going recruitment process management to an external third party

# DEAL OR NO DEAL

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# DEAL NO DEAL

**Deal:** Organization RPO readiness is addressed  
**No Deal:** Assuming every deal can be successful

**Deal:** Expectations are defined and results measured  
**No Deal:** Assuming cost and speed are only drivers

**Deal:** Partnering in the change management plan  
**No Deal:** Assuming that an organization has the ability and resources to create and execute

**Deal:** Focus on importance of 2 way communication  
**No Deal:** Reactive communication is key