

New Talent Infusion

Right-sizing the pyramid in a rapidly aging financial services organization takes time, commitment, and creativity.

Our client, one of the world's largest financial services companies, had two primary needs:

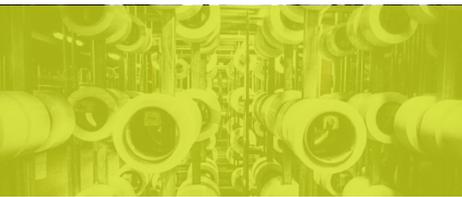
- 1) Junior consulting solutions to support traditional project management needs, and;
- 2) Development of the next generation of IT and Business leaders, particularly from resources not traditionally engaged in IT or financial services.

Through a close partnership over 7 years, we jointly crafted a series of solutions that combine our **Talent, Training, and Advice** to help our client meet their needs.

Utilizing Boom Lab, our emerging talent division, we implemented a **custom recruiting model** to identify candidates most likely to succeed in our clients' complex project environments. This included designing a Financial Analysis recruiting strategy that targeted fresh talent with Finance, Banking, and Insurance knowledge.

Specific **training** was built in to our 2-week training camp, and additional education was added for key roles like Finance Analysts, Quality Analysts, and Remediation Analysts.

We designed a **right-to-hire program**, including contract changes that allowed for permanent job offers to come as early as one year after the start of an assignment. As a result, nearly a dozen consultants have accepted full-time offers, many of whom are already in leadership positions at the client.



- 42 Boom Lab Consultants over 7 years
- 10 perm conversions into emerging leader roles
- Infused talent into several **multi-million dollar initiatives** across the enterprise
- **Preferred Vendor partner** for entire project-based junior variable workforce
- Example roles:
 - Business Analysts
 - Finance Analysts
 - Program Coordinators
 - Project Coordinators
 - Project Managers
 - Systems Analysts
 - Technical Analysts

The Problems

1. **History of internal growth:** Growth from within led to specialized knowledge to operate the business, but lacked resources with the knowledge and flexibility to quickly execute project work.
2. Reliance on traditional variable workforce options meant **over-procurement and high costs.**
3. **Underdeveloped junior talent recruitment strategies** for key project roles.
4. Minimal succession planning resulted in a **lack of internal future leaders outside of producer roles.**

The Solutions

- 1 We identified key tasks and projects, and helped the client restructure roles and responsibilities to allow junior consultants to support project based work. Talent with project knowledge, diverse skill sets, and ability to seamlessly transition in and out, infused teams with fresh talent and maximized productivity.
- 2 We helped the client insert junior resources into their variable work force. This solution provided a cost-effective and quality infusion of high-caliber talent into the organization.
- 3 A specialized recruiting plan added specific undergrad programs to our recruitment reach. That, plus customized training in core IT, finance, and project competencies, ensured that the client would have a wide variety of talent available for years to come. Joint planning guaranteed the right consultants in the right assignments.
- 4 Custom right-to-hire program built just for the client has resulted in high acceptance rate of offers made to our consultants. Over time, these consultants have continued to grow within the organization, shaping the outlook of future leadership.

Spotlight Consultants

Amir J., *Business Analyst*

Prior to Boom Lab, Amir was working at a global banking organization as an Analyst. Desiring more challenging work and variety in industry experience, Amir transitioned to Boom Lab as a Business Analyst Consultant.

Amir's first Boom Lab assignment was with a financial services company, working at the program level. He was tasked with building reporting dashboards and creating a tool to automate remediation incident tracking throughout the remediation process. The tools Amir created are giving more visibility to this data throughout its lifecycle, and are saving over 1,000 hours of annual data entry.

As a result of his work, Amir will be moving to a new assignment within this client to build additional efficiency tools.

John R., *Investment Analyst*

John began his career with Boom Lab upon graduating from college. Although he enjoyed his studies in Economics, he chose to pursue consulting to pair what he had learned with his desire to be in client services.

After completing the two-week Boom Lab New Associate Training, John started at his first assignment as a Project Coordinator. Working with a financial services client, John was tasked with coordinating the efforts of a ThreeBridge-led, large-scale system implementation.

Upon the successful implementation of this system, John was offered a full-time position at the client. After careful consideration, John accepted their offer for a Program Management position. Since accepting, John has been promoted and is now an Investment Operations Analyst.

Sarah M., *Project Manager*

Throughout college, Sarah studied Business and pursued her passion through internships in Human Resources and Marketing. Upon graduation, Sarah began her career with Boom Lab to continue in business and pursue a career in Project Management. Sarah attended the New Associate Training with other Boom Lab consultants who had recently graduated.

Sarah's first assignment was as a Project Coordinator for a client project to transform their Infrastructure Services globally through a multi-year initiative. In her role, she facilitated meetings, managed project plans, and coordinated the completion of deliverables.

At the end of Sarah's assignment, she accepted a full-time offer to continue on with the client as a Project Manager.