

PRESERVING A TALENT DEVELOPMENT PROGRAM

Planning for the future of our client's junior talent program through a custom Boom Lab Managed Service

01

THE CHALLENGE

Our client, a national telecommunications conglomerate, faced budget cuts and a hiring freeze due to the economic uncertainty caused by COVID-19, directly affecting their Junior Project Manager Development Program and forcing them to **rescind eleven offers that had already been extended to recent graduates**. These rescissions resulted in:

- Open project management needs for critical projects
- A halt of the client's junior talent pipeline into the Enterprise Project Management Office (EPMO)
- A damaging blow to their own junior PM development program, leaving their hand-selected and heavily-screened PMs unemployed post-graduation

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THE GOAL

Retain the already-selected project management talent to ensure continuity of critical projects, maintain a steady flow of junior talent into the EPMO, and preserve the relationship between the client and the high-quality recent grads.

03

THE SOLUTION



HIRE THE PMs THROUGH BOOM LAB

As an already-trusted supplier of junior project management talent to this client, ThreeBridge proposed a plan to address the client challenge, executed through our emerging talent division, Boom Lab. We created a Custom Boom Lab Managed Service program to hire the junior PMs whose offers were rescinded and bring them back to the client as Boom Lab consultants with available project spend.

MAKE PMs AVAILABLE TO CLIENT AS CONSULTANTS

With client buy-in and approval to move forward, Boom Lab interviewed all candidates whose offers had been rescinded to ensure program fit, and ultimately asked ten to join the team. Boom Lab then partnered with the client to spread the word internally that these junior project managers were available again, though as consultants rather than full-time employees.

CREATE AND LEAD CUSTOM TRAINING PROGRAM

Next, Boom Lab partnered with the client in creating a custom training program to help ensure a smooth transition for the consultants, covering the traditional client training plans (onboarding, product awareness, client-specific methodologies) as well as project management foundations and specific tool and industry training.

ALLOW FOR CONSULTANT CONVERSION TO CLIENT

Finally, we designed the program as right-to-hire, including contract changes that allowed for permanent job offers to come as early as twelve months after the start of an assignment.

THE RESULTS

“Our work with Boom Lab epitomizes what a partnership should be. It is mutually beneficial, delivers value quickly, and the individuals at the heart of this collaboration are what have made it a success. Working with the leadership team at Boom Lab is a pleasure as they always deliver on their promises, treat everyone with the utmost respect, and are true professionals in all they do.” - **TODD, EXECUTIVE DIRECTOR, EPMO**

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JOBS SAVED FOR JUNIOR PROJECT MANAGERS

and 66% of PM candidates brought back to client within three months

20

CUSTOMIZED ROLE-SPECIFIC AND CLIENT-SPECIFIC TRAINING SESSIONS OFFERED

to each new junior Project Manager

4

BUSINESS DAYS FROM PROBLEM IDENTIFICATION TO SOLUTION INCEPTION

including 10 interviews completed, offers accepted, and role submittals made

5

DIFFERENT CLIENT PROJECTS

that benefitted from a Boom Lab Project Manager

Additionally, the client experienced no loss of momentum in their junior PM program. With the implementation of the Boom Lab Custom Managed Service partnership, **the client was able to offer this group of incoming Project Managers an alternative employment option that benefitted all parties.**



BOOM LAB

Founded in tandem with ThreeBridge Solutions, Boom Lab serves as an innovative talent development program for both ThreeBridge and our clients by focusing exclusively on high-performing junior consultants. We think differently about how to attract, train, and retain top talent to cultivate the leaders of tomorrow. Visit our website at www.theboomlab.com for additional information.

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