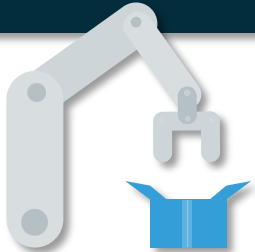


NEW TECH LEADERS

A complex problem with an innovative solution: utilizing Boom Lab junior talent to right-size a team.



Our client, an international manufacturing conglomerate with operations in more than 65 countries, had two primary needs:

1. **Consulting support for a global SAP implementation**
2. **Development of the next generation of IT and business leaders**, particularly from resources not traditionally engaged in IT, including women in STEM careers

01

CHALLENGES

- Over-procurement: senior people doing junior work meant dissatisfaction and out-of-control costs
- Long-standing reliance on global Big 5 firms kept bills rates at almost \$200/hour
- No recruitment for key junior IT roles and no local junior IT talent
- Minimal succession planning and recruiting resulted in lack of internal IT future leaders

02

APPROACH

Boom Lab believes in harnessing high potential junior talent for projects that have typically relied on more senior resources to allow everyone to level up. This model excels because our recruiting profiles identify candidates most likely to succeed in a fast-paced project environment, as well as client-customizations such as foreign travel and language experience. Specific training for key SAP modules was built in to our two-week training camp, and additional education was added for key roles like Trainers, Quality Analysts, and Release Managers.

03

SOLUTION

On the foundation of our close partnership over six years, we jointly crafted a series of solutions using Boom Lab, our workforce transformation solution.

HIRE THE JUNIOR RESOURCES THROUGH BOOM LAB

We identified key junior-level tasks and restructured roles and responsibilities so senior people could focus on senior work. Job satisfaction soared across the organization, and the utilization of Boom Lab increased the company's associate-level resource headcount by 35% over 8 years (*figure 1 on next page*).

MAXIMIZE CLIENT'S INVESTMENT IN PEOPLE

Focus on junior resources and a balanced pyramid brought blended rates down by over \$65/hour in most cases. Over time, project savings rose to millions of dollars.

IMPLEMENT SPECIALIZED RECRUITING AND A CUSTOM TRAINING PROGRAM

An IT-specific recruiting plan added three new undergrad programs to our recruitment reach. That, plus customized training in core IT 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.

ALLOW FOR CONSULTANT CONVERSION TO CLIENT

Custom right-to-hire program* built just for the client has resulted in over 50% of our consultants accepting offers in the last 8 years (*figure 2 on next page*). The client uses Boom Lab almost exclusively as their source of top tier junior talent.

**We utilized our right-to-hire program, allowing for permanent job offers to come as early as one year after the start of an assignment. As a result, dozens of consultants have accepted full-time offers, many of whom are already in leadership positions at the client.*

RESULTS

FIGURE 1

WORKFORCE TRANSFORMATION: 2011 TO 2019

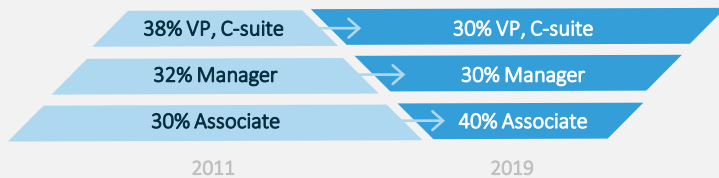
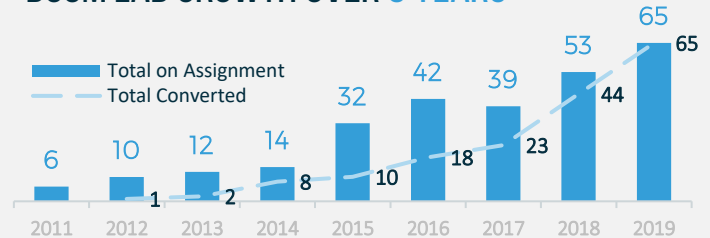


FIGURE 2

BOOM LAB GROWTH OVER 8 YEARS



216+ **CONSULTANTS OVER 8 YEARS**
and still counting, today

\$55M **IN TOTAL SAVINGS OVER BIG 5 FIRMS**
a result of right-sizing their workforce with Boom Lab consultants

65 **PERM CONVERSIONS**
into emerging leadership roles

18 **INTERNATIONAL IMPLEMENTATIONS**
that benefitted from Boom Lab consultants

7+ **DIFFERENT ROLES PROVIDED**
by SAP Functional Analysts, Training Coordinators, PMO Managers, Quality Analysts, Test Supervisors, Release Managers, SAP Cutover Analysts, and others

“72% of Boom Lab conversions with a full review cycle or more are coded as High Potential. Our [client] average is 17%.”

- CHRIS, VICE PRESIDENT, BUSINESS TRANSFORMATION



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.