

Resource Development International (India) P L

EXEC SEARCH & RESOURCING

Rdi
resource
development
international





**LEARNING &
DEVELOPMENT**

**PERFORMANCE
CONSULTING**

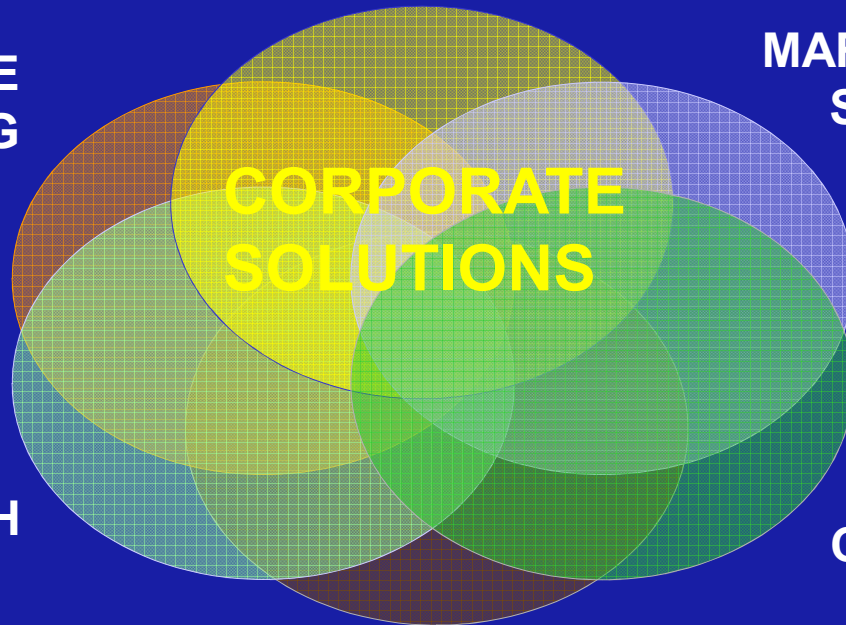
**MARKET ENTRY
STRATEGY**

**CORPORATE
SOLUTIONS**

**EXECUTIVE SEARCH
& RESOURCING**

**COACHING &
COUNSELLING**

**OUTSOURCED
SERVICES**



**RDI
Services**

**Business
Advisory**

Performance
Consulting &
OD

Learning &
Development

Exec Search &
Resourcing

Outsourced
Services

**Market
Access
Advisory**

Technical
Consulting

General
Management
Consulting



QUESTIONS !!!

**Why do you hire recruitment consultants
or consulting organizations?**

**....while you can also do the
recruitments by your own!!**

YOU MIGHT BE LOOKING FOR...

- **Quick availability of candidates**
- **Savings on Advertising cost, application solicitations cost, pre-screening cost, short-listing of suitable candidates cost, lining of candidates, and reference check cost, etc**
- **Cost of time in slow response**
- **Management of bulk requirements at Executive Level**
- **You might end up in hiring a wrong person**



But still face problems, like...

- **Most of the CVs not up to the required level, as most of the consultants also play probability game, especially for junior level positions**
- **Most times candidates turn hostile and don't come for interviews**
- **Most times candidates are found not suitable for the job**
- **You find that required level of competencies were not checked**

But still face problems, like...

- **Consultants tend to download the CV and re-format them and send it back to you, to play the business game (and they are actually forced to do so; you also hire multiple consultants)**
- **Leading to clashes, unhealthy hyper-competition**
- **Again ending up with high cost, and no performance, sometime increased pressure from concerned dept.**

RDI's approach in recruitment



Career Plan & Loyalty Programs

- Identify the candidate's qualifications, skill set, capabilities and potentials by thorough screening, tests by RDI's experts and professionals
- Suggesting a career plan, not just fulfilling the position and match their capabilities and skills to the exact job profile for which they suitable

Career Plan & Loyalty Programs

- Continuous touch with candidates through loyalty programs, informative materials
- This also helps us referrals for new talent, thus creating *RDI talent community for RDI partners*
- Since we work and stay with candidates... we make them stick and perform as *RDI* ensures through its extensive scrutiny process before placing a candidate

Develop Skill for Career Advancement

- RDI believes in creating long term relationship with candidates as well as business partners
- We help candidates in develop skills through continuous coaching and counseling so that they can be groomed to take higher responsibilities and excel in career path
- To facilitate RDI has professionals from industry who are experts and have rich experience in the industry ranging from HRM, Behavioral Science, etc

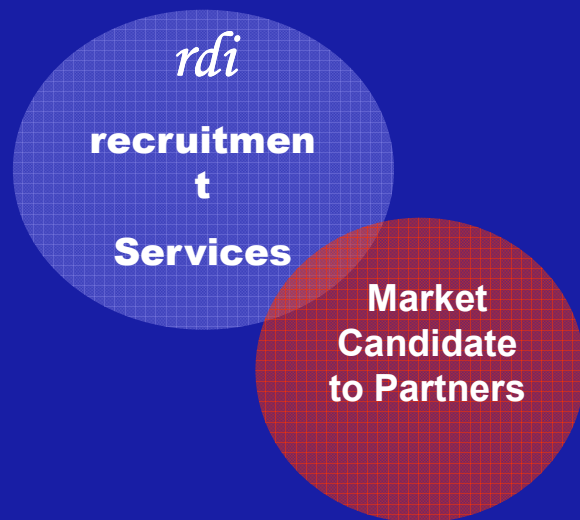
Market Candidates to Partners



- Identification of the existing or new partners where we can fit the candidate
- Inform the partner on request about the available candidates
- If not available then carrying forming a panel of recruitment professional based on nature and type of the recruitment to identify best talent from the market through our well known integrated recruitment process

Market Candidates to Partners

Why Partner?



- Since RDI's modus operandi is integrated and has been shaped to fit the best fit of the talent to the position.
- Therefore works on retainer ship, and don't not work on the pay-for-performance model.
- In return RDI takes every project as its responsibility and carries out the assignments

Fill Assignment & determine skills

- *RDI* takes up the requirements as projects and forms a panel of recruitment professionals based on the nature and type of positions
- Assigns the job to the panel with deadline to determine & identify the skills and talent pool; either from existing *RDI* talent community or sourcing new talent required for the job
- If a new sourcing then conducting required testing process, could be a series of tests which validate the talent to be the best
- Passing on the information to the partner for final consensus



RDI recruitment process

- Since RDI works on retainer ship basis, it ensures the best talent to the job specified
- RDI make use of in-house experts and professionals and know-how of latest technology and methods for identifying & screening of best talent available
- Some of these includes psychometric test, assessment centers, reference checks, graphology, etc; along with personal interviews



Gains for retaining with RDI

- RDI works on priority for the recruitment needs and ensures that the client gets the best fit to the job
- Proactively speculates and maps out the industry for existing talent, sources new talents for existing and future requirements
- Conducts thorough screening and ensures speedy delivery
- Complete reports on work done, time spent, resource pooled as required



Gains for retaining with RDI

- Discounted rates in services for existing and future employees
- Discounts in other services i.e. training, behavioral interventions
- Minimum services package* delivery
- Full assistance and support from RDI professionals for all HR needs not only in recruitments but also in other services
- Assistance to RDI's Advisory Board which constitutes experienced HR professionals from industry as well as academia

What you ensure to RDI

- RDI will work with you on retainer ship basis and will receive all your recruitment needs
- RDI will ensure a minimum payment for a full financial year, which will be adjusted against work done in recruitments and othert services through that financial year
- Since RDI will work on your services with full utilization of available infrastructure and expertise available; you will prioritize RDI for all your recruitment needs
- Information of all your recruitment requirements, manpower expansions (if any), nature and type of manpower needed in the organization on a general basis

USP

- Have been delivering this service for more than a decade now to the largest and best of organizations
- Our value comes from the vast experience of Consulting which has given us in-depth understanding of work flows and job requirements and hence our ability to zero down on correct fitment
- Very well networked because of Alumni connects and several forums (EBG, NHRD, CII, etc) that we are associated with.
- Have been helping clients for global requirements in addition to their requirements for India.
- Senior Consulting help the recruitment consultants (all very experienced themselves) to deliver results
- SPOC allocated for each client



THANK YOU!

