



Argus Talent Services

Recruiting Solutions for a Competitive Edge

Our disruptive approach to ENGAGING and ATTRACTING the best talent delivers a competitive talent acquisition strategy.



How Worsening Talent Acquisition Challenges Are Increasing Operational and Strategic Risk

The stakes for talent are increasing

Because of disruptive changes in demographics, the talent pool and candidates' access to information, it will no longer be good enough for companies to just locate talent. Businesses will need to become more attractive to talent in order to,

1. **ENGAGE** the best candidates
2. **ATTRACT** the best new team members
3. **RETAIN** the best performers

Sources of disruption

There is a wave of disruption driving change now – not from technology or innovation – but rather a transformational change in the profile of our workforce. It is making the fight for talent more competitive. And we're watching the pace of this change accelerate now, for example,

DISRUPTION TREND #1

The talent pool continues to metamorphosize from influences like the "gig culture," web technologies, virtualized workforces, globalization of talent, new generational thinking...and the list goes on.

DISRUPTION TREND #2

The environment is also becoming an "employee market" again as a result of demographic changes in the U.S. population, such as the increasing number of retirees, the smaller generation of new workers, the increasing number of new workers who do not want traditional job, etc.

DISRUPTION TREND #3

Candidates are more savvy shoppers. They have access to unprecedented amounts of information for researching career opportunities. So, businesses with any appearance of unattractiveness will find it difficult to attract discriminating candidates and high performers.

Therefore, because of these macro changes in the talent pool...

Businesses will need to make transformational improvements to their culture in order to become more attractive to talent so they can effectively **ENGAGE** the best candidates, **ATTRACT** the best new team members and **RETAIN** the best performers.

It will no longer be good enough for companies to just locate talent...

ENGAGE the best candidates means,

- Looking appealing to a candidate
- Addressing negative comments about your company from former employees published on the Internet
- Developing your unique Employer Brand to create differentiation
- Treating all candidates well – like investors – during the interview phase
- Communicating with them consistently, instead of being the industry standard resume "black hole"
- And a lot more!

ATTRACT the best new team members means,

- Not using traditional interrogation style interviewing techniques; you wouldn't interview in investor this way
- Not hiring as cheaply as possible, which creates a win for the company and a loss for the new employee
- Offering the right set of total rewards, perks and opportunities for your target employee demographic
- Offering wages that are competitive with market - or better
- And a lot more!

Improving Recruiting ROI

A Totally Unique Recruiting Solution for a Competitive Edge

The following chart provides a view of our totally unique talent acquisition solution and specifically, how we navigate around recruiting performance challenges to achieve significantly better results compared to both traditional internal recruiting teams and third party staffing and recruiting firms. **Our approach is a synthesis of Recruiting, Organizational Design, Marketing and Business Development best practices which when integrated, create something totally unique.** We intentionally offer a robust set services to significantly differentiate ourselves from the typical staffing agency, but more importantly, to deliver more significant and strategic value to our clients. We strive to accelerate our clients' success as a business partner– not a vendor.

Recruiting Risks	The Argus Solution Addresses Risks AND Creates Competitive Edge
<p>Position poorly defined, e.g. duties, responsibilities, capabilities, goals, etc.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Review job description <input type="checkbox"/> Conduct goals and objectives discussion <input type="checkbox"/> Draft and recommend requirement changes to job description content
<p>Performance factors (required capabilities and level of competency) for internal positions are not identified</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Conduct intake discussion <input type="checkbox"/> Document additional position requirements from intake conversation <input type="checkbox"/> Identify additional essential capabilities (performance factors) <input type="checkbox"/> Identify additional essential competencies (levels of performance) <input type="checkbox"/> Conduct performance discussion
<p>Employer brand needs to be more “attractive” to the best candidates</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Review job description content, format, branding, etc. <input type="checkbox"/> Draft and recommend branding changes to improve job description format <input type="checkbox"/> Request and review additional company information from client <input type="checkbox"/> Review additional company information (benefits, market position, etc.) <input type="checkbox"/> Re-characterize how Total Rewards are presented (candidate-facing) <input type="checkbox"/> Identify enhancements to client website to support candidate recruiting <input type="checkbox"/> Identify enhancements to third party web content to support recruiting
<p>Candidate sourcing is transactional to “fill the role” and not strategic to improve organizational capability</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Initiate market salary analysis <input type="checkbox"/> Complete employer position competitive analysis <input type="checkbox"/> Offer recommendations to enhance employer competitive position <input type="checkbox"/> Draft and submit basic salary analysis findings summary <input type="checkbox"/> Identify enhanced candidate marketing messages, employer brand, etc. <input type="checkbox"/> Develop enhanced candidate messaging assets <input type="checkbox"/> Develop reference content for candidates about client
<p>High performers are traditionally not identified and therefore never hired by existing recruiting methods and techniques</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Identify target candidates based on capabilities, not duties <input type="checkbox"/> Initiate contact with target candidates using WIIFM messaging <input type="checkbox"/> Initiate screening of target candidates with focus on passion for the work <input type="checkbox"/> Identify and present top candidates – more than one to offer options <input type="checkbox"/> Counsel candidates on career pathing, goals, objectives and suitability
<p>Finally, most recruiting efforts are wasting resources by focusing on achieving ONE goal – hiring a candidate – rather than delivering enterprise-wide value</p>	<p>We deliver recruiting results which create much more enterprise value than just decreasing “time-to-fill” and “cost-to-fill.” We show clients how to get more ROI from their recruiting investment, such as sales leads, affiliate partners, market evangelists, 1099 contractors, referrals, etc., etc., etc. And we’re good at it.</p>

Improving Corporate Recruiting ROI

Recruiting & Talent Acquisition Services Comparison

The following chart provides a comparison of our talent acquisition solution compared to recruiting agencies and RPO service providers. Argus intentionally offers a more robust set of organizational design services to significantly differentiate ourselves from the typical recruiting agency, but more importantly, to deliver more significant and strategic value to clients.

Job Order Intake

Service Description	Argus Talent	Agencies
1. Review job description	Included	Included
2. Conduct intake discussion	Included	Included
3. Review job description content, format, branding, etc.	Included	-----
4. Identify additional essential capabilities (performance factors)	Included	Sometimes
5. Identify additional essential competencies (levels of performance)	Included	Sometimes
6. Conduct performance discussion	Included	-----
7. Conduct goals and objectives discussion	Included	-----
8. Initiate market salary analysis	Included	-----
9. Draft and submit basic salary analysis findings summary	Included	-----
10. Draft and recommend requirement changes to job description content	Included	-----
11. Draft and recommend branding changes job description format	Included	-----
12. Document additional position requirements from intake conversation	Included	-----
13. Request additional company information from client	Included	-----
14. Review additional company information (benefits, market position, etc.)	Included	-----
15. Identify enhanced candidate marketing messages, employer brand, etc.	Included	-----
16. Develop enhanced candidate messaging assets	Included	-----
17. Develop reference content for candidates about client	Included	-----
18. Re-characterize how Total Rewards are presented (candidate-facing)	Included	-----
19. Identify enhancements to client website to support candidate recruiting	Included	-----
20. Identify enhancements to third party web content to support recruiting	Included	-----

Sourcing & Recruiting

Service Description	Argus Talent	Agencies
21. Identify target candidates	Included	Included
22. Initiate contact with target candidates	Included	Included
23. Initiate screening of target candidates	Included	Included
24. Identify and present top candidates	Included	Included
25. Counsel candidates on career pathing, goals, objectives and suitability	Included	Sometimes

Employer Competitive Positioning

Service Description	Argus Talent	Agencies
26. Complete employer position competitive analysis	Available	-----
27. Offer recommendations to enhance employer competitive position	Available	-----

Talent Acquisition Services & Capabilities

Services We Offer

Long-Term, Contract & Project Staffing Services

Long-Term or Project-Related Assignments, International, Professional and Technical Sector Long-Term Staffing

Temp-to-Perm Staffing Services

Temporary, Project-Based Assignments with Potential for Full-Time Permanent Placement

Recruitment Process Outsourcing (RPO)

Discrete Sourcing, C-Level and Executive Placement, Unique Requirements

Permanent Placement & Retained Search

Discrete Sourcing, C-Level and Executive Placement, Unique Requirements

THE ARGUS DIFFERENCE

Argus' proprietary approach to talent acquisition addresses the critical success factors that prevent most organizations from ever identifying and attracting high performers, such as,

- The position is poorly defined
- Performance factors are not identified
- Employer brand is not "attractive" to the target
- Candidate sourcing is a transactional activity
- HR doesn't strategically improve capability
- High performers, not identified, are not in the pool
- The focus is only on hiring the candidate
- No focus on delivering enterprise-wide value

Industry Sectors We Service

Argus is capable of providing full staffing and recruiting support in in many disciplines, including:

Federal and Cleared Work Requirements

Cyber Security • Data Privacy • Audits and Compliance • Project Management

Industrial

Skilled Labor • Assemblers • Tradesmen • Light Industrial • Facilities Maintenance

Information Security

Cyber Security • Data Privacy • Audits and Compliance • Infrastructure Security

Life & Health Sciences

Clinical Professionals • Life Sciences Engineers • Healthcare Tech • Informatics

Management

Mid- to Executive-level Managers • Operations Vice President Level • C-Level

Office and Clerical

General Office • Receptionists • Administrative and Executive Assistants • Document Management

Operational Excellence

Operations Management • Process Re-engineering • Lean Six Sigma Projects and Program Deployment

Professional

Accounting • Business Intelligence • Bookkeeping • Legal • Advertising and Marketing

Technical

Project Management • Database Administration • Software Development & Testing • Systems Integration • Telecom & Mobility Support • Network Support • Helpdesk • eCommerce

Argus Partners
Argus IT Services
Argus Talent Services

1111 West Carrier Parkway, Suite 300
Grand Prairie, TX 75050
Web: ArgusX.com
Office: +1 (571) 643-4860

Thomas Howard, CEO
Argus Partners

Email: Thoward@ArgusX.com
Mobile/SMS Text: +1 (214) 995-8732

Mark Galvan, President
Argus Talent Services

Email: Mgalvan@ArgusX.com
Mobile/SMS Text: +1 (703) 801-2522

FEDERAL TRADE COMMISSION MANDATORY NOTICE

Concepts and strategies shared in this and any communication from Argus Partners LLC are ideas that have worked for our organization and our clients. Some concepts and strategies are based on practices used by other organizations both inside and outside of your industry. Concepts and strategies developed by Argus Partners LLC, its employees, contractors, affiliates and teaming partners are based on the information you provided but may not be specifically tailored advice for your business and should never be considered tax or legal advice. Always use your own judgment and/or get the advice of other trusted advisors to refine strategies for your business and your particular situation. Performance and results are never guaranteed because they are based on many variables such as, timing, target market, communication, channels, etc. Improving result outcomes is often correlated with persistence, testing, continuous improvement, etc. Some products and services promoted by Argus Partners LLC have financial incentives to Argus Partners LLC because they are resources offered through affiliate and/or teaming partners; however, Argus Partners LLC is committed to developing and offering the most valuable and effective resources, concepts and strategies. Argus Partners LLC desires to partner with you on this journey as a trusted business partner, not a vendor. Your success is our success!

Copyright © 2017 Argus Partners LLC. All rights reserved. | www.argusx.com

