# SCG

**SKILLCLOUD
CONSULTING
GROUP**

## HUMAN CAPITAL MANAGEMENT CONSULTING

Trusted advisors to leaders of the world's most innovative companies to transform the way they source, manage and develop their workforces.

# We deliver sustainable growth by solving your biggest people challenges

SCG can manage all or some of the day-to-day Talent/People Operation responsibilities on behalf of our clients on a **fractional** basis that is both **scalable** and **cost-effective**.

The battle for talent is intense and you have more riding on the people side of your company than any other ongoing investment. How you attract, select, develop and engage your people is the most important determining factor to growth and achieving your mission. Leading companies recognize the need to reshape the employee experience to maximize their most valuable asset – their people. Enter Skillcloud Consulting Group: the leading human capital management consulting firm guiding leaders of the world's most innovative companies through the complicated people side of their business.

## Talent Acquisition

Talent Communities

Recruitment Process Outsourcing

Professional Search

## Human Resources Outsourcing

HR Administration

Tax and Compliance

Strategic HR

## HCM Technology Implementation

System Design

System Implementation

System Optimization

# Talent Acquisition

Whether you are looking for a short-term or a long-term recruiting solution, Skillcloud has you covered. With a replicable, scalable and flexible model, we provide new alternatives to antiquated recruiting solutions of the past. Whether you need us to build and manage your proprietary talent community, become your internal talent acquisition department, supplement the efforts of your existing team or simply help on a single role, we have the solution for you.

Outsourced talent solution providers are **over 7x as effective** as job boards in attracting top talent.

**We are committed to SIGNIFICANTLY reduce cost to hire ratios while still enabling our clients to find the very best people.**

## VC Talent Communities

Partnering with leading community software provider, Consider, SCG designs, builds and manages proprietary Talent Communities for venture capital firms around the world. By implementing talent-sharing programs, we enable portfolio companies to share talent with one another to drive down the cost and improve the time to hire among the portfolio.

## Professional Search

Traditional recruiting options lack the transparency and dedication required to provide a consistent hiring solution for clients. Layering on the exorbitant costs, those options are outdated and untenable. Through Professional Search, SCG recruits proactively and exclusively on behalf of our clients, delivering guaranteed results at nearly half the cost of traditional alternatives.

## Recruitment Process Outsourcing

For companies going through growth spurts, SCG provides dedicated virtual recruiters that are able to work across several roles at a time, using our premier industry recruiting tools and detailed reporting analytics to provide our clients with the flexibility and scalability to ramp up or down as needed. Working as an embedded resource, we're able to work within your existing processes or help you build your own.

# HR Outsourcing

The majority of large organizations have in-house resources to properly manage all aspects of HR administration – a luxury small businesses don't share in common. Most small business owners went into businesses because they had an idea, product or service they knew was better than the next person – they didn't go into businesses to be an employer. In fact, in many cases HR management tasks fall on business owners who must properly execute these tasks while juggling all the other responsibilities of running a company. The business of employment is a complex web of laws, personalities, policies and emotions that can literally make or break a company.

**35% – that's the amount of time small business owners spend on HR tasks** – from dealing with medical benefits, to employee relations issues, to job descriptions to payroll. Think about what you could achieve with that time at your disposal.

**Happy employees =
Happy workplace =
Successful business.**

## HR Administration

- Payroll Processing
- Custom Reporting
- SOP Creation & Documentation
- Onboarding, Changes, Terminations
- Handbook Development
- Open Enrollment Support
- Employee Self-Service

## Tax and Compliance

- Tax Registration Services
- Policies & Procedures
- LOA/FMLA Compliance
- DOL Audits, Labor & State Law
- FLSA Classifications
- Governmental Reporting
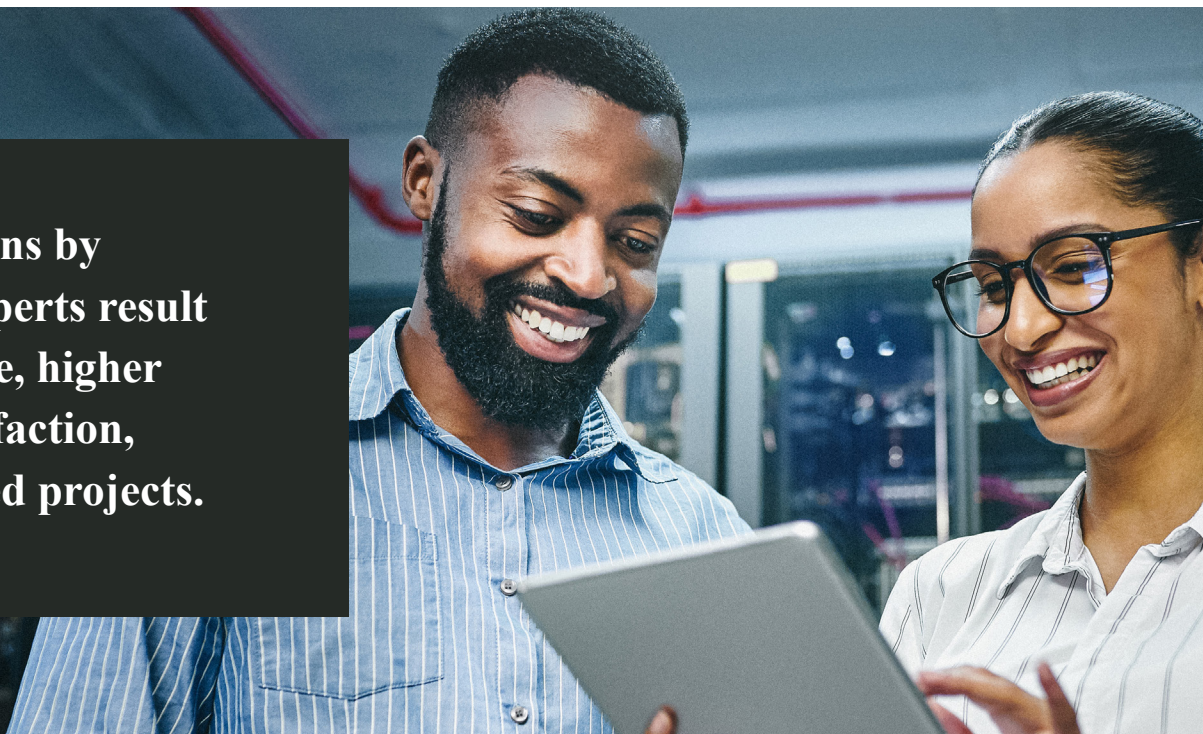- HR Compliance Audits and Corrections

## Strategic HR

- Full System & Process Assessment
- Employee Retention
- Automation
- Organizational Design
- Succession Planning
- Change Management
- Training & Development

# HCM Technology Implementation

Skillcloud HCM Solutions provides client-side resources to remove the burden of implementing your new HCM technology solution. Our team of experts have guided hundreds of organizations through successful projects by getting it right the first time and sharing best practices along the way. Already implemented and struggling with utilization? Let us help you optimize your system by customizing, training, or providing reports and dashboards to get the most out of your investment.

According to SHRM **70% of HR managers** consider their HCM implementation a failure.



**Implementations by third-party experts result in faster go-live, higher customer satisfaction, and fewer failed projects.**

## System Evaluation

- System Audit
- Utilization Assessment
- Manual Process Review
- Gaps Identified
- Goals & Objectives
- Recommendations

## System Implementation

- White Glove or Supplemental Support
- Full Project Management
- Data Conversion & Validation
- Custom Configuration & Design
- Manager & Employee Training
- Accurate & On Time

## System Optimization

- Customized Builds & Edits
- Automation
- Security Review
- Reporting
- Employee & Manager Training
- Data Review & Cleanup

# Skillcloud's Proven Process

## The Client Journey

### DISCOVER

About You

About Us

About the Project

### DECIDE

Set Scope, Schedule & Budget

Establish Success Criteria

Stement of Work

### ENGAGE

Introduce Teams

Set Meeting Schedule

Kickoff Project

### SUCCESS

Go Live / Placement

Knowledge Transfer

Project Review (NPS)

Overview of SCG Services

### EXECUTE

Weekly Dashboards

Project Refinements

System Improvements

# Ready to make your people your most valuable asset?

## CONTACT US

sales@skillcloudconsulting.com
(888) 801-4050

**Boston, MA**
280 Summer Street, Suite 9M
Boston, MA 02210

**Cincinnati, OH**
4030 Smith Road, Suite 430
Cincinnati, OH 45209

*"What I loved about working with Skillcloud was that they took the time to understand our product, team dynamic, and culture to know exactly what we were looking for in our open positions. They delivered great talent that was also a great fit for our company."*

*"Our company approached Skillcloud during an HR Manager transition. A knowledgeable and professional Consultant was assigned to work with us. She played a huge role in many HR projects, including interviewing new prospects for the open position. We will definitely work with them again in the future."*

*"When it comes to HCM system implementation, the Skillcloud team is #1! Their knowledge, dedication and composure was instrumental in our successful transition. We couldn't have completed our HCM system transition without them."*