



Omega partner Lean Education and Development (LEADs) Business Growth

Background

LEADs vision is to be a world class lean education and development provider, working on an onsite project basis they deliver a series of cost, quality and process improvements at all levels across your business. They have significantly saved companies money, improved processes and up skilled the work force to support change.

At the beginning of 2010 LEAD had established themselves as a quality training provider and demand grew dramatically across the UK, the board had identified a need to grow quickly but with an emphasis on recruiting the right people to support their reputation for quality and skill level.

Through consultation Omega recognised...

- The importance of the right character and specialist skill sets (customer facing role)
- Time constraints to get these teams up and running for project starts
- Difficulties in recruiting at multiple locations across the UK
- The need to get the highest level of expertise whilst maintaining their reputation for quality and delivery

Action

We agree to manage the recruitment process up to final interview stage, process mapping back from project start dates we decided a lead time of 2months would be adequate to get the teams in place for project start dates.

We run a wide advertising and search campaign to attract the skill sets, review applicants, telephone screen and shortlist suitable candidates for first interview. Following our 1st stage competency based interview we then make our recommendations for final interview to LEAD, who on average, see 3 candidates costing them 4.5 hours of their time.

Benefit

- Able to achieve project start times with their customers
- No compromise on candidate skills and expertise despite time constraints
- Improve recruitment process in terms of time and quality
- Save time in advertising, screening, interviewing etc.
- Access to greater candidate pool
- Can focus on value adding activity
- Eliminate waste in interviewing unsuitable candidates

Summary

Through our process, LEAD has not had to waste time screening, short listing and interviewing numerous unsuitable candidates. They have got team's onsite and on time for their customers project dates without compromising the quality, skill sets and type of person they want. The Omega/Lead partnership has enabled us to really understand their business to deliver a service that supports their own company values, expertise and culture. The transparency of both parties has meant we can be more consultative and influential in the recruitment process and to help candidates understand the role and their prospective future employer.

In the last 11 months we have screened over 600 candidates, conducted 65 1st interviews and successfully placed 16 candidates at various sites across the UK.

LEAD onsite with Omega (Stonehouse)

LEAD are now working onsite with Omega to train and deliver business improvement techniques to our business. The early results are very exciting and we're sure of a significant improvement to our processes and cost saving to our business.

"Omega has been a great support to our business, at Lean Education and Development we pride ourselves on the training programme we deliver and the people we employ to deliver it. Both of these aspects are essential to our business and the latter we have entrusted to Omega and with great success. Omega has continued to understand our business and the importance of employing the right characters and expertise at multiple locations in the UK. Through this understanding they've developed a professional service to meet our requirements, the most significant element to this process, to interview at various sites across the UK. It has been a pleasure working with Omega who have always offered a realistic and uncomplicated approach. We look forward to their continued support in the future"

Phil Walters (Managing Director LEAD Ltd)

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