



Sourcing Summit – Introduction by Sige Mariën, SD Worx

Sige Mariën

Director of the Multi Country Business Unit of SD Worx

European Provider

27 Countries (5+22)

Co Founder of the
Payroll Services Alliance

Member of
Payroll Services Alliance

Payroll - HR Tax & Legal

R&D, Training,

Automation, Consulting,

and more services

Local and European
expertise

66 Years of Experience

45,000 clients

1,3 mio outsourced

2,000 employees

202 mio turnover

Sourcing refers to a number of procurement practices, aimed at finding, evaluating and engaging suppliers of goods and services.

business
co-sourcing
off-shoring
players
crowdsourcing
global
second-tier
multisourcing
netsourcing
personnel
niche
autonomized
providers
low-cost
strategic
near-shoring
country
inverted
corporate

SOURCING

HR Trends 2011

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Focus on Core Business



Trade-off between focus on core activities and redeveloping or reactivating non-core activities

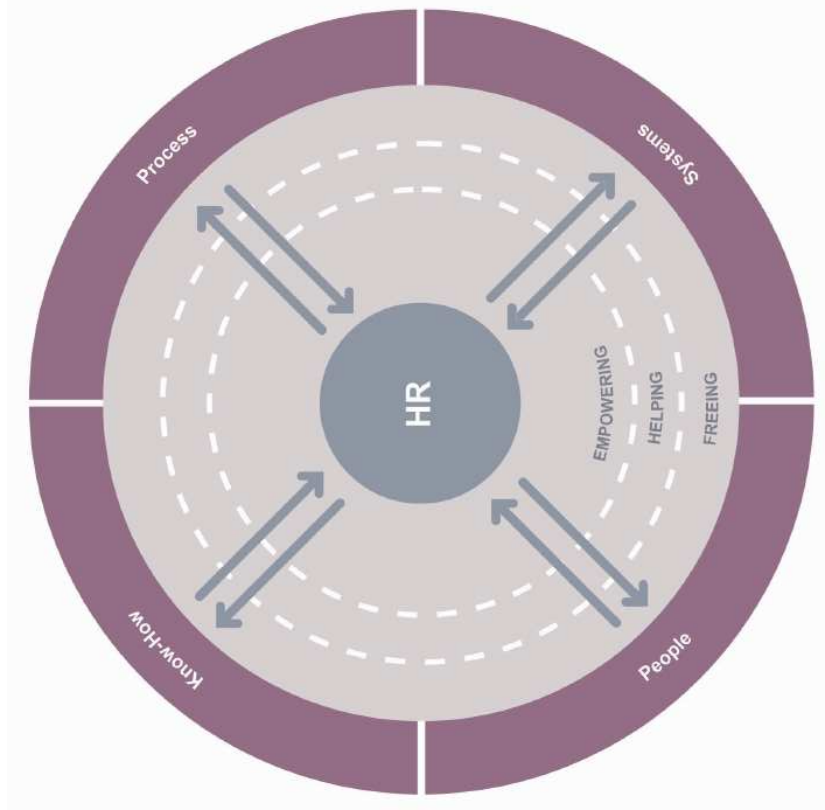
Key Takeaway

- HR is an important supporting function - **Do not let it become a core business cost & productivity drain** if it is core business
- Determine HR's profit score-gathering and **KPIs** to ensure **YES** implementation to the monitoring and control of results by external services within HR organisation: **NO** **outsourcable HR services versus HR**
- **Transparency** of activities and responsibilities requires good relationship and partner management
- **Increasing recurring question: what is core and what is not?**

Sourcing in HR

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SD Worx HR Sourcing Concept



4 elements

process

know-how

systems

people

that you can

insource

co-source

outsource

(we empower you)

(we help you)

(we free you)

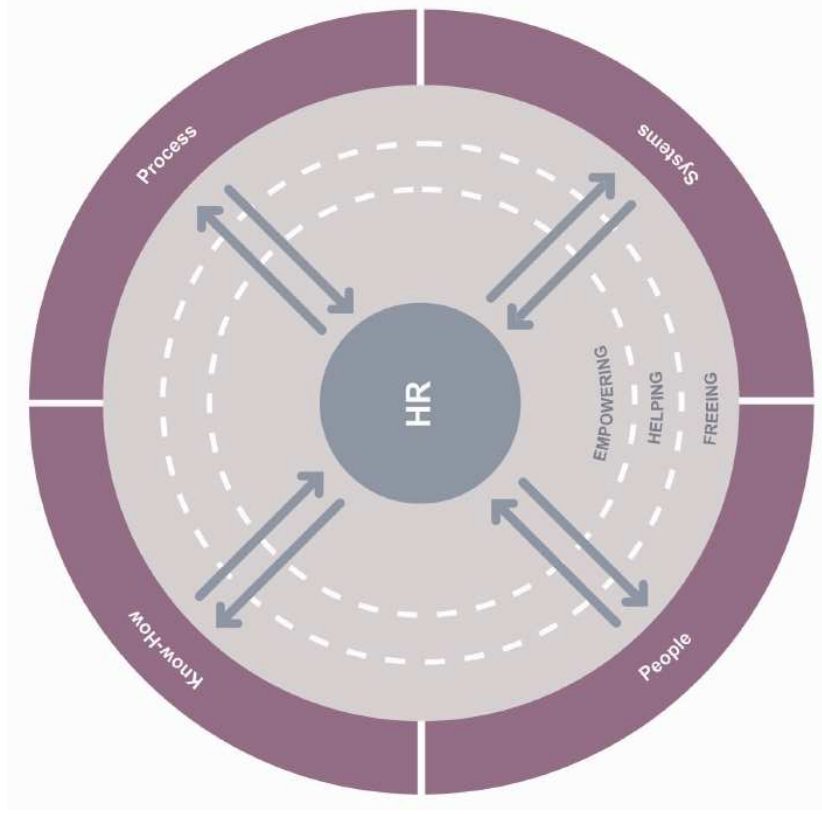
Sourcing in HR

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VOTE

Do you outsource HR management?

1. NEVER
2. NOW AND THEN
3. OFTEN



Sourcing in HR

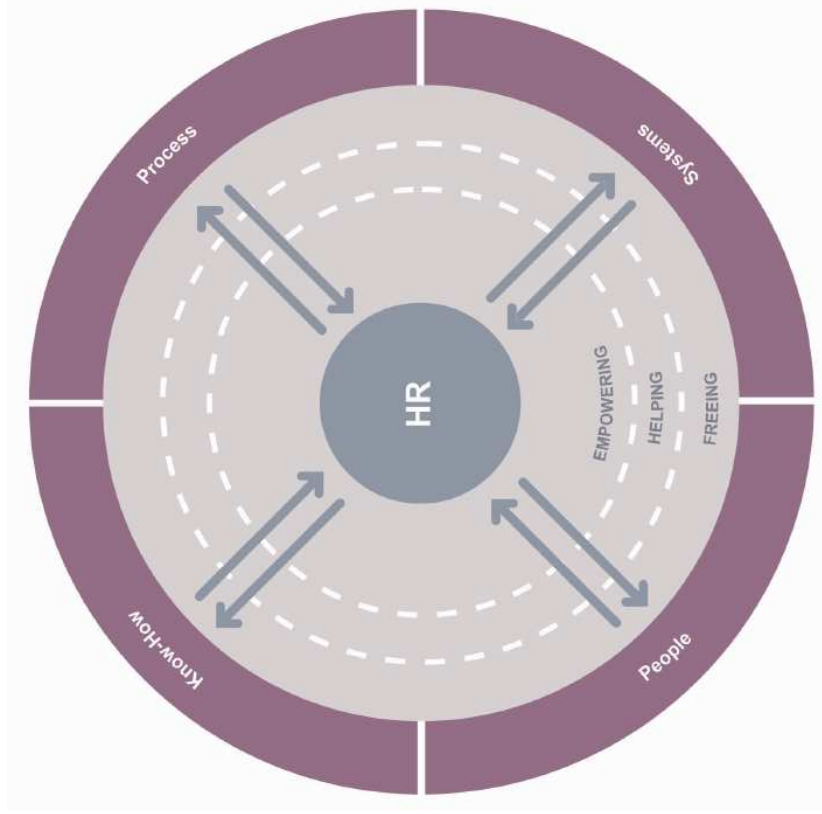
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VOTE

Do you outsource HR management?

- | | | |
|------------|-----------|---------------------|
| 64% | 1. | NEVER |
| 31% | 2. | NOW AND THEN |
| 5% | 3. | OFTEN |

% < SD Worx Survey 2010



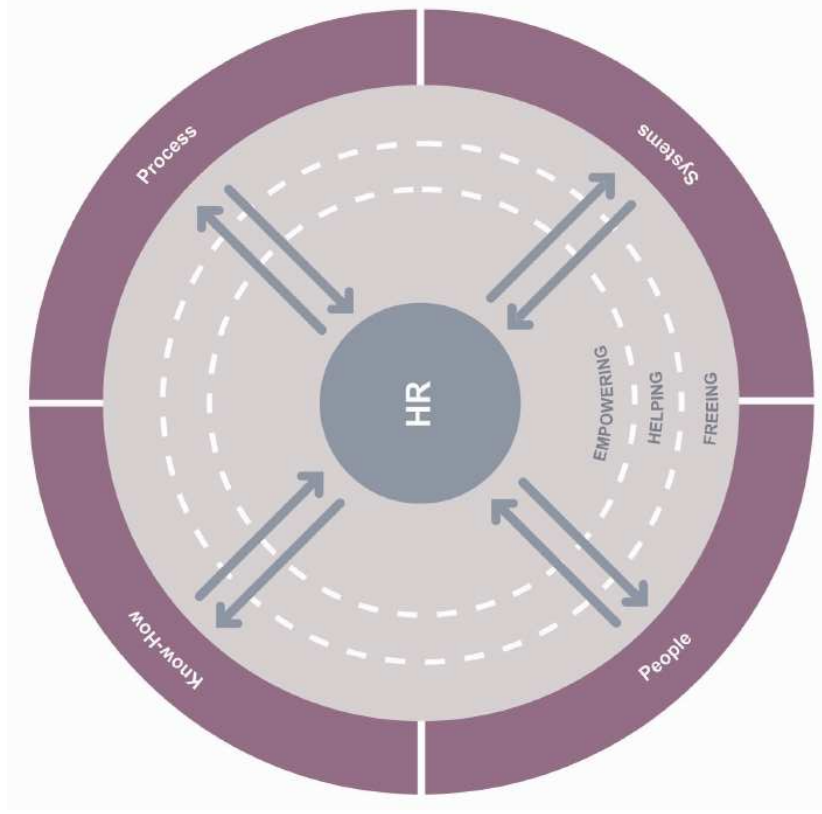
Sourcing in HR

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VOTE

What do you outsource the most?

1. PROCESSES
2. SYSTEMS
3. KNOW-HOW
4. PEOPLE



Sourcing in HR

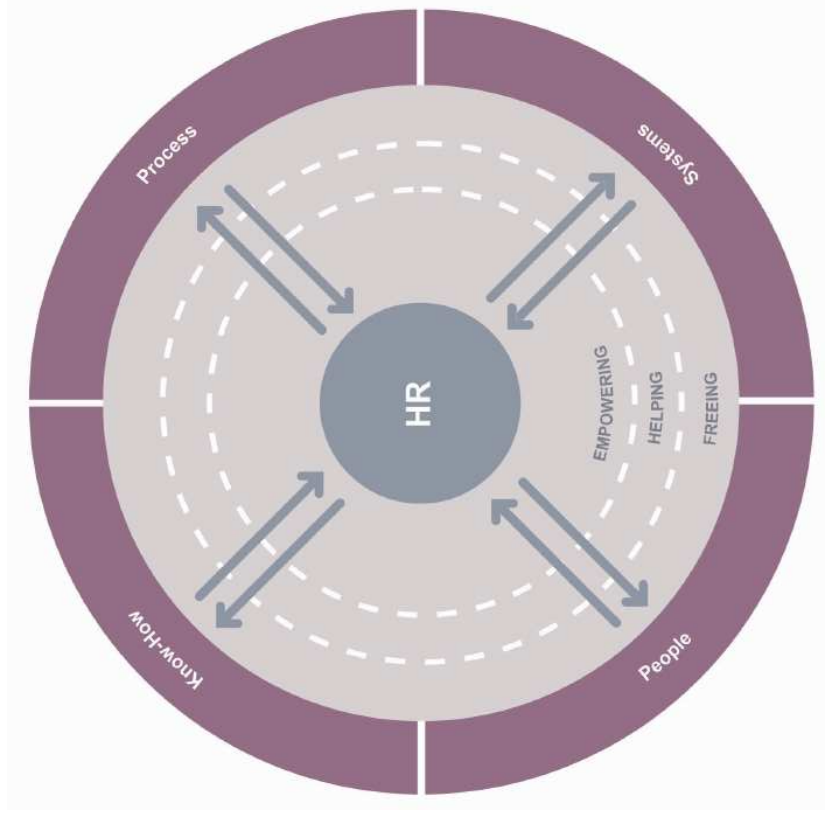
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VOTE

What do you outsource the most?

- | | | |
|---|----|-----------|
| 3 | 1. | PROCESSES |
| 1 | 2. | SYSTEMS |
| 2 | 3. | KNOW-HOW |
| 4 | 4. | PEOPLE |

ranking < SD Worx Survey 2010



HR Trends 2011

by SD Worx

Many, many other Trends
with a possible impact on
HR Sourcing...

