

Taking The Wheel: How HR Can Drive Success In Competitive Sourcing

■ Study Overview

This report shows how federal HR executives can maximize their real value to the A-76 process. The confluence of two major events in government – the increasing use of competitive sourcing and the recognition of the value of human capital – has created an opportunity for federal HR executives to lead their organizations through a critical time of change.

While there is no shortage of information on the mechanics of an A-76 study, there is a lack of actionable advice about how HR executives can drive a more strategic role in competitive sourcing. Pivotal's research shows how HR can develop the skills and abilities to move beyond merely administering A-76 decisions (vs. helping to lead them). Successful A-76 competitions show that HR's active involvement is critical.

"Successful federal HR directors looking toward the future must expand and evolve their role in the competitive sourcing process... Pivotal Insight's research study helps identify and address the nuts and bolts-- how executives are making that happen today."

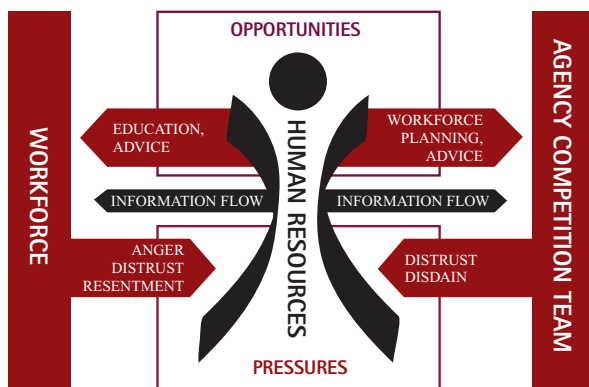
- former federal HR director

■ Study Scope and Benefits

This report is based upon in-depth interviews with over 25 government agencies and related public-sector organizations, including the Departments of Agriculture, Commerce, Defense, Energy, Justice, Transportation, and Treasury, among others.

As a result, this study offers multiple perspectives and best practice case studies. The first part of the study provides context for the task at hand, while the latter portion provides a "how to" guide for senior HR executives.

The HR Squeeze



How the HR Leader Can Take the Wheel



Sample facts from the study ...

- Competitive sourcing increased an estimated 30% over the past year, with more to come
- HR executives estimate that over 60% of their time goes towards "the administrative"
- Time frames for traditional HR activities have shrunk by over 250% due to A-76
- A majority of federal executives claim that HR is NOT involved enough in A-76

■ How To Get The Study

For more information and purchasing options, please call us at (703) 875-2129 or visit <http://www.pivotal-insight.com/research/takingthewheel.php>.

About Pivotal Insight LLC

Pivotal Insight is an independent public sector research firm that focuses on providing critical information to government decision makers who deal with human resources, program management, acquisition management, knowledge and content management, and strategic planning issues. We conduct in-depth, multi-dimensional research on these and related topics. Our research reports, subscription services and related consulting services make our findings available to government executives and those who work with them.