



SOLUTIONS BROCHURE



Character. Capable. Responsible.



SBA WOSB
Women Owned Small Business

WHY CHOOSE US?

Specializing in, RPO (recruitment process outsourcing), staffing, training, and human resources consulting services, Delectus is an award-winning certified minority woman-owned business. Delectus methods and tactical approach will be designed to increase the knowledge, talent and skills at all levels and across all departments of your organization.

Our respected, confident, and agile team is passionately driven to always deliver superior results through innovative, humble, and responsive solutions to help individuals and teams THRIVE! When you partner with us, you will benefit of Delectus' broad-based coaching expertise, both strategic and tactical, performed in a manner that meets leading industry practices while providing a maximum level of effort during each phase of every task. As such, we offer the following benefits.

Consulting...

- Delectus highly skilled organization and experts will assist your team in maintaining a high level of customer service, leadership and management skills, sales and marketing skills, diversity awareness, and operational performance that will result in a highly functional workforce throughout the organization.
- The Delectus team will apply its technical expertise in support your strategic initiatives to increase performance, organizational effectiveness, team building, and leadership skills and effectiveness within and across departments.
- By applying evidence-based methodologies and approaches grounded Staffing, Executive Search and Consulting and Research, Delectus will deliver time-tested strategies that gets results.

Staffing, Executive Search and RPO...

1. For each of our solutions, we develop a project plan that contains your most important requirements, KPIs, and anticipated outcomes..
2. We arrange weekly or biweekly project meetings to measure progress over the course of the project lifecycle and deliver weekly status updates and status update reports.
3. We locate the best applicants available and present them to you so that you can easily move them through your process.
4. By positioning ourselves as an extension of your company, we assist you in the onboarding process by offering support from beginning to end.

Purpose Driven Results!



Here's what you can expect from Delectus



Cutting edge tools, resources and technology

Strategic Vision and Thought Leadership

Expert Professionals that have a proven track record of success

Integrity, Accountability and Results Driven

Customized Solutions

People... Process...Technology...



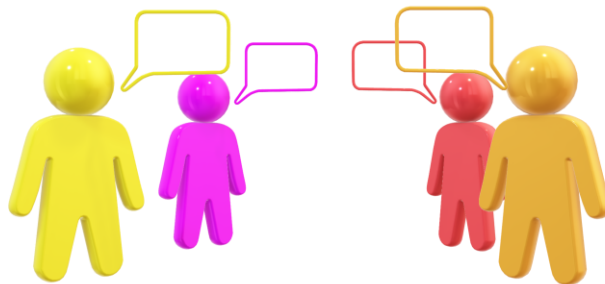
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SUMMARY OF SOLUTIONS

STAFFING

We provide staffing in various categories; Temporary, Contract to Hire, and Permanent placement. This solution proposes to fill just in time resources with talent that you may need both short-term or long-term. Using this solution, we evaluate all your requirements to determine the specific type of initiative that many work best for your needs. We must clearly understand the current challenges and bottlenecks and how this will overcome any current obstacles. In addition, it is imperative that a great staffing plan outlines key dependencies, goals, budget and timeline.

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| Fee Structure | Staffing is based on a percentage of the candidates hourly or annal pay rate. This is then broken down into the term of contract to determine total investment. |
| Guarantee | We agree to replace the candidate should they fall off for reason with another qualified resource. The term of the contract starts over when a new or replacement resource is identified. |
| Proposed Talent Band | This solution is best used for short term engagements, those that have an immediate need of fulfillment, when you would like to observe the candidate in action prior to offering a permanent position or when you have open full-time positions. |
| What do we require? | Timely feedback on candidates, weekly meeting(s) to bench mark candidates, discuss project updates and strategy overview. |



EXECUTIVE SEARCH

Senior Level, Executive, or other "highly specialized" positions are found using our specialized recruitment service. We act as your one-stop shop and do comprehensive high-level research to find out how many acceptable candidates are in your specific market or area(s) of expertise. Once we've located suitable candidates that fit your criteria, we'll act as an intermediary to fully vet and qualify them. In addition, we will negotiate the candidate's compensation and employment contract upon completion of the candidate's initial screening and needs analysis. This service level is typically provided on a retained basis for a period of up to 6 months.

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| Fee Structure | Up to 50% of the solution fee is paid upfront and the remaining fee is due upon final offer negotiations and acceptance of all parties |
| Guarantee | With this model we agree to replace the candidate should they fall off for reason not related to organizational restructure and/ or other intercompany business. This model allows for a 60- Day replacement guarantee at no additional cost. |
| Proposed Talent Band | This model is best used for senior level and/ or niche and/ or highly specialized positions that require a dedicated core focus on mining select tools/ resources to find only those candidates that meet specific requirements. |
| What do we require? | Timely feedback on candidates, weekly meeting(s) to bench mark candidates, discuss project updates and strategy overview. |

Criteria

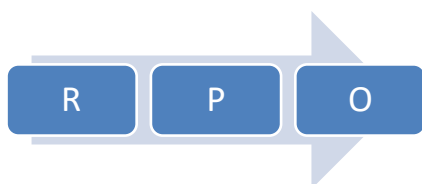
Director Level and above



RECRUITMENT PLACEMENT OUTSOURCING (RPO)

With this strategy, you can hire candidates for a certain position(s). This solution is based on a predetermined amount of time without paying any placement fees. This technique works well for jobs that require more than one applicant (usually not at the Manager level or above) or for positions that are senior level, highly specialized or executive level or those that have been vacant for longer periods of time. When such situations arise, we have a very organized and strategic process for developing an effective pipeline of talent. This approach is created to provide you with coverage for your position(s) as quickly and effectively as possible.

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| Fee Structure | The model is priced based on the length the project at 60/ 90 or 120 days (or longer). During this project, we identify, vet and screen as many candidates as possible and submit them to you to further along in the process. |
| Guarantee | With this model, the offer process and onboarding process is handled by the client. We agree to submit/ pipeline only those candidates who are interested in your salary, location and opportunity. |
| Proposed Talent Band | This model can be used for most any type of position. Depending on the number of open headcount needed; this model can yield a higher return at a fraction of the cost. Multiple hires can be made easily. |
| What do we require? | Timely feedbacks on candidates, weekly meetings to bench mark candidates, discuss project updates and strategy overview. |



REVERSE SOURCING

Using this strategy, you can choose a candidate before we formally introduce them to you or the opportunity. As the hiring leader, you will review shortlisted resumes. Each resume or profile has been visually reviewed and sourced in accordance to your requirements based on the job description, intake meetings and research conducted. We only get in touch with applicants if you've shown interest in learning more about them, and we tailor the recruitment effort based on your feedback and suggested next steps. Early on in the process, they are made aware of your interest. This method, which we refer to as "Reverse Sourcing," will save both you and the potential candidate time up front because you handpicked the talent that we shortlisted. Once the candidate shows mutual interest, you can be confident they fit the core competencies prior to a formal interview takes place.

During the course of the project, you will receive a pipeline of up to 10 candidates weekly possibly more depending on the position, and location. We track all candidate responses using the Reverse Sourcing strategy and deliver the feedback to you throughout the project.

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| Fee Structure | This solution is priced based on the length the project- 30, 60 or 90 days (or longer)., number of positions and location(s). |
| Guarantee | With this model, we guarantee send up to 10 profiles per week, contact all the candidates who have been short-listed and provide insights back to you. We agree to only formally present those candidates who are interested in your salary, location and opportunity. |
| Proposed Talent Band | This model is best used for high volume projects where multiple headcount is required. It can also be used for data and metric purposes to validate the current talent pool available on a given search. |
| What do we require? | Timely feedback on resumes, scheduled project meetings. |



CONSULTING SERVICES

Outplacement Services

Organizational changes occur and when they do this solution allows you to support the ones who have supported you. We give you options of resume writing, career counselling and interviewing skills training and many other candidate support features to get your current staff back on the market and employed as quickly as possible. We customize a solution that is in the best interest of both you and your displaced worker. This solution makes it seamless for you to focus on operational obligations, while we focus on your talent and support your business goals.

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| Fee Structure | Consulting Basis Only |
| What do we require? | Strategy Meeting to discuss and outline deliverables and expectations and weekly update meeting |

Recruitment Training

An essential part of sourcing the right candidates is knowing how to. Understanding Best Practices, where to look and who you should be contacting is the difference between a hire and an ongoing open position without viable talent whereby business is impacted. Understanding the core competencies of the role; to onboarding a potential staff member is critical to retaining them. Our Recruitment Training course teaches your Recruitment team to manage their desk, conduct effective and efficient interviews and communication with internal and external clients. We train on various tools and resources and even introduce resources that may be an asset to your current recruitment efforts. From reporting and metrics to consulting with outside professionals and industry leaders, proper recruiter training helps to ensure your internal team is up to date with industry standards and Best Practices.

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| Fee Structure | Recruitment training is based on the number of people in a class, what topics to be covered and tools/ resources to facilitate the agenda |
| Guarantee | Each recruiter will leave training knowing industry Best Practices, sourcing strategies, ability to leverage additional tools to compliment current efforts, great interviewing techniques, desk management, and the ability to consult with internal and external clients and so much more. |
| Proposed Talent Band | Best used for recruitment professionals, hiring managers and human resources and/ or other members of your organization and those who have a say in hiring and retaining the best talent. |
| What do we require? | That you are attentive, ask questions and participate. Be prepared to leave training armed to streamline the sourcing and interviewing process that will indeed impact your cost per hire and selection process |



CONSULTING SERVICES

OTHER CONSULTING SPECIALTIES



To schedule a meeting to discuss your **current** needs [EMAIL US NOW](#)



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