



Proclaim Liberty thro' all the Land to all the Inhabitants thereof.-Levit. XXV. 10.

LIBERATION FRAMEWORK

Breaking Barriers, Extending Frontiers.

An overview of the business philosophies behind the Liberation Framework and what it could mean for you. The outcome of years of research in the recruitment function and how it relates to other business disciplines in a dynamic organization. Liberation Framework is a complete solution to free your business from the limitations, cost, and complexity of traditional approaches.



LIBERATION FRAMEWORK

Breaking Barriers, Extending Frontiers.

The global economy has changed, making recruiting and hiring the right candidates a lot more difficult. New economic conditions include global competition, lightning fast changing business conditions, high unemployment, skills shortages, and a war for talent. Finding and hiring the right people in this kind of recruiting environment requires keeping up with new recruiting technology and social media, developing relationships with successful candidates, and asking the right questions.

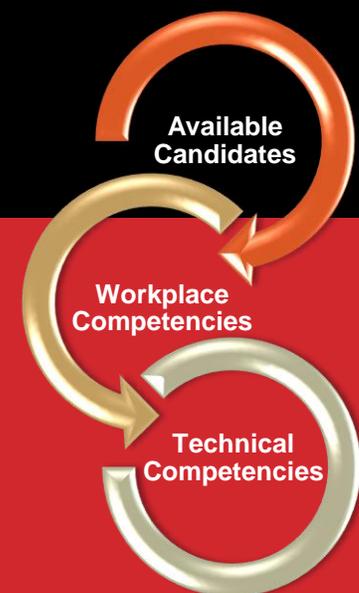
Developing successful strategic recruitment models, policies and practices requires assessing the advantages and disadvantages of several options after the organization finally makes the decision to depart from what usually is an ineffective method for acquiring the best talent possible. Granted, cost is a serious consideration in many business decisions, not the least of which is talent acquisition. Reducing the cost-per-hire by reconfiguration of the recruitment model can result in vast improvements in the quality of candidates and the HR department's credibility among some of the highest-ranking executives who connect high-quality hires with increased profitability.

The traditional model for outsourcing recruiting functions is similar to – or, even identical to – the old-school staffing agencies that send candidates to potential employers after a mere cursory screening for skills assessment and job knowledge. These recruiters typically are interested only in the quantity instead of quality by sending as many choices as possible to the employer, which is one of the most ineffective methods for recruiting talent. Referring scores of minimally qualified candidates to employers does not benefit either party, especially not the employer whose hiring managers still must devote a significant amount of time to interviewing applicants to determine who fits the organizational culture.

Hiring Challenges?

- Having Trouble Finding Great Candidates?
- Taking Time & Resources Away from the Core Business?
- Need to Reduce your Turnover Rates?
- Leveling the Playing Field?
- Current Recruiting Functions are Out of Control?
- Need to Cut Costs?

Top Challenges Employers Face in Filling Open Positions



A WMBE, NWBE and 8(a) Certified Company

Liberation Framework is a competency based model, which operates on eight key Behavioral Competencies: **Ethical Practice, Leadership & Navigation, Business Acumen, Relationship Management, Communication, Consultation, Critical Evaluation, and Global & Cultural Effectiveness** and one Technical Competency: **HR Expertise (HR Knowledge)** that according to our decade long research are key to success.

A competency is a cluster of highly interrelated attributes, including knowledge, skills, and abilities (KSAs) that give rise to the behaviors needed to perform a given job effectively. Competencies can be either technical or behavioral. Technical competencies reflect the knowledge required to perform a specific role. Behavioral Competencies describe the KSAs that facilitate the application of technical knowledge to job-related behavior. In other words, technical competencies reflect what knowledge HR professionals apply to their jobs, and Behavioral Competencies reflect how they apply this knowledge.

We define each of these as under

Leadership & Navigation

- The ability to direct and contribute to initiatives and processes within the organization.

Ethical Practice

- The ability to integrate core values, Integrity and accountability throughout all organizational and business practices.

Business Acumen

- The ability to understand and apply information with which to contribute to the organization's strategic plan.

Relationship Management

- The ability to manage interactions to provide service and to support the organization.

Consultation

- The ability to provide guidance to organizational stakeholders.

Critical Evaluation

- The ability to interpret information with which to make business decisions and recommendations.

Global & Cultural Effectiveness

- The ability to value and consider the perspectives and backgrounds of all parties.

Communication

- The ability to effectively exchange information with stakeholders.

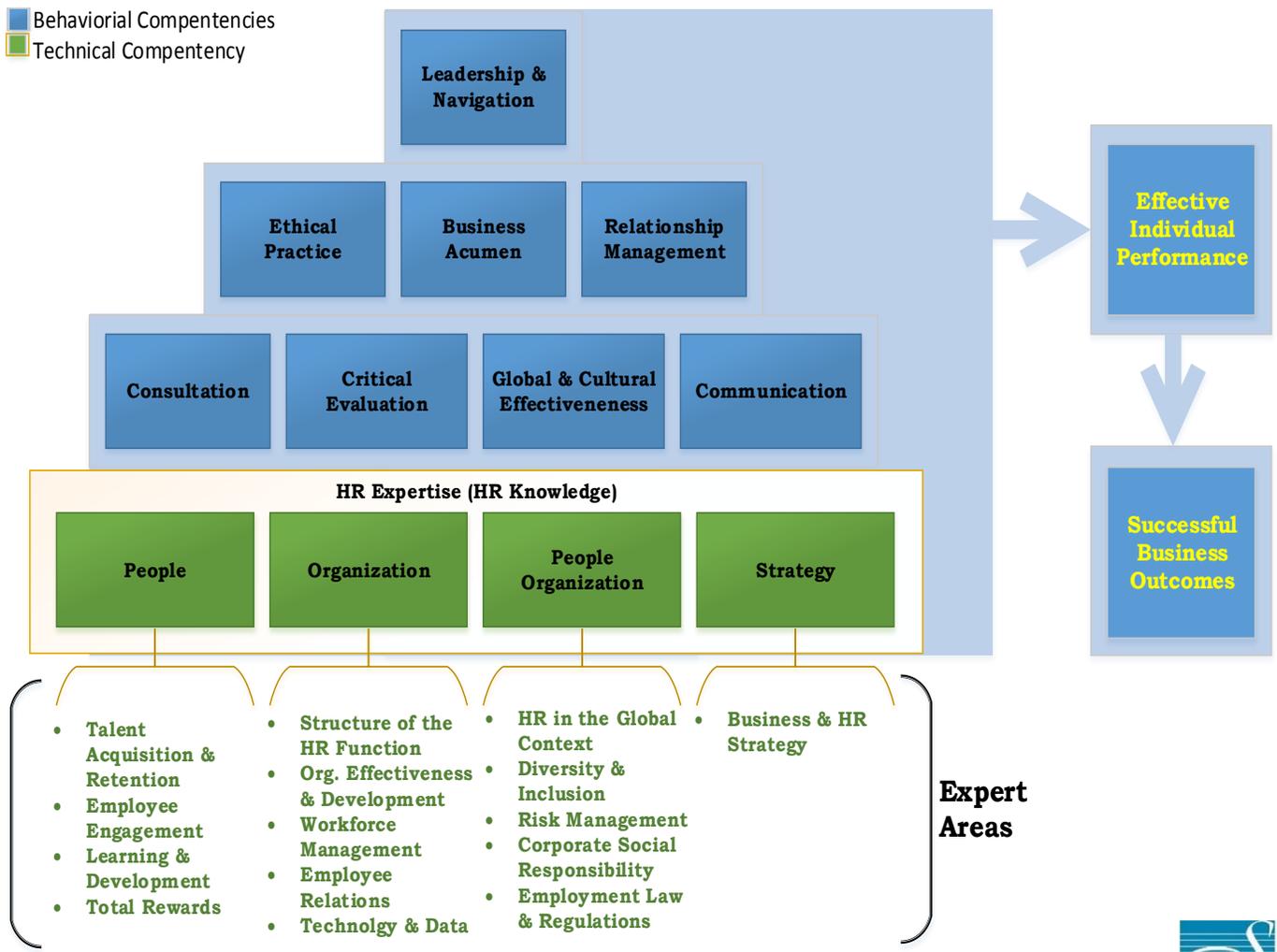
HR Expertise (HR Knowledge)

- The knowledge of principles and functions of effective human resource management.

The Liberation Framework is not just a holistic approach to talent acquisition and management but an On-Demand solution with the fastest ROI. Our expertise can help to align your workforce planning activities with your business strategy, or to enable greater workforce insight and flexibility. The liberation framework addresses your talent management needs through customizable workforce consulting and outsourcing solutions—locally and globally. Symphony can act as an extension of your HR department partnering to develop strategic recruiting programs and workforce models that optimize your recruiting investment. All the while, you can focus on what matters most—your core business. With years of experience, we provide the expertise, stability, and global resources to meet your specific needs, and we are ready to work with you.

The Liberation Framework also doubles up as a diagnostic tool, which can help you to identify core opportunities for refocusing your HR functions. You'll be able to shift from reactive to a more proactive stance—while improving efficiency and increasing the strategic value delivered to your organization

The chart as under shows the relationship and relative placement of the competencies that build the Liberation Framework and is worth a million words.

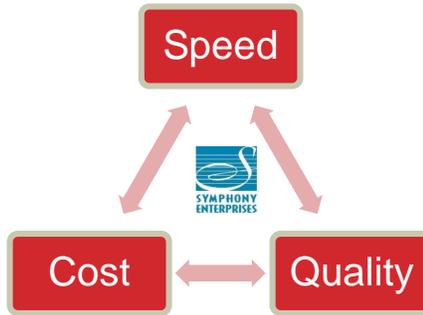


We maintain a delicate balance between the core values to our customers by becoming an extension of your HR department we can oversee all or part of the entire talent acquisition spectrum, from sourcing and interviewing to onboarding and training.

Our global reach and local expertise become your greatest assets, future-proofing your organization so that you can effectively adapt to rapidly changing needs.

If you are embarking on this process and intend considering the **Liberation Framework**, remember to assess your problem and specifically understand why you want to do this? You may need a total turnkey solution or just a little help with some pain areas? Spend time to learn about the processes and tools that we use for candidate sourcing and applicant tracking. Symphony assures you that utilizing technology and creative sourcing strategies will ensure utmost efficiency and a quicker realized return on investment.

The table as under will help you understand the key differences between the various options available and make an informed decision on what is the best option for you.



Lower cost per hire – your ultimate goal

A global database of thousands of screened, especially skilled professionals and sourcing channels that significantly increases your talent pipeline.

Access to a greater amount of recruiting and screening professionals than you can carry on your own staff, who can scale their volume of work with the requisition load.

Vendor and process management that allows you to focus on making hiring decisions while leaving the less strategic administrative duties to your RPO partner.

Visible Results:

Improvement of the quality of hires and presented candidates.

Reduction of the cost of hire.

Increase in speed of hire.

Creation of a larger talent pool for future recruitment.

Improvement of tracking, reporting and audits the recruitment function.

A scalable recruitment process.

#	Parameter	Contract Recruiter	Recruiter	Staffing Agency	RPO	Symphony Enterprises
1	Placement Fees Reduction or Elimination	✓	✓	✗	✓	✓
2	Capacity to build Candidate Pipeline	✓	✓	✗	✓	✓
3	Promote Brand or Represent Company	✓	✓	✗	✓	✓
4	ON-DEMAND (Change working Hours On-the-Fly)	✗	✗	✓	✓	✓
5	Immediate Startup/Ramp up	✗	✗	✓	✗	✓
6	Zero Upfront Investment	✓	✗	✓	✗	✓
7	Easy Termination / Non Binding Contracts	✓	✗	✓	✗	✓
8	Accountabilty for Results	✓	✓	✗	✓	✓
9	Ability to Leverage Internal and External Resources	✗	✗	✗	✓	✓
10	Double Submissions (Sharing Candidates w/ Competitors)	✓	✓	✗	✓	✓
11	Compliance Support (e.g. EEO/OFCCP Data Capture)	✓	✓	✗	✓	✓
12	Operational Control over Key Processes and Functions	✓	✓	✓	✗	✓

A WMBE, NWBE and 8(a) Certified Company



Core Principles

1. As professionals, we are responsible for adding value to the organizations we serve and contributing to the ethical success of those organizations.

2. As professionals we must strive to meet the highest standards of competence and commit to strengthen our competencies on a continuous basis.

3. We are ethically responsible for promoting and fostering fairness and justice for all employees and their organizations.

4. We consider and protect the rights of individuals, especially in the acquisition and dissemination of information while ensuring truthful communications and facilitating informed decision-making.

The following considerations may facilitate and strengthen the partnership with Symphony:

Establish processes and communicate. Symphony acts as an extension of your business; our relationship is so seamless that the candidates do not know a third party is involved, so it is imperative that you determine with us, any part of the recruitment process that needs to be followed or modified/ tweaked.

Create tools. Applicant Tracking Systems are an essential part of our operations and can ensure both transparency and complete seamlessness between your organization and the provider.

Determine expectations from the outset. Do you want to hire a specific number of employees in a specific amount of time? Do you want to lower your cost per hire? Increase the quality of your hires? Is a reduction in the length of time to hire critical to your business? It is important to determine your objectives at the start of the initiative and assess progress, both providing and receiving feedback through regular reviews

Manage Strategically. If you are using Symphony, managing us becomes the focus, rather than conducting recruitment activities. This includes assessing your long-term staffing level requirements rather than just reacting to immediate needs.

Test the water. If you have a particular need within one area or department, it would be beneficial to allow Symphony to work with you on this, *prior to making a larger or longer term commitment.* Alternatively, you could initially outsource one part of the process, for example sourcing and screening, following which, you can increase our scope to include the rest of the recruitment process.

Feel Free to reach us anytime using any of the following.

Symphony Enterprises, LLC.
113 Field Club Drive, McKees Rocks, PA 15136
FAX 412 774 9230 PH 412 437 1064

www.symphonyenterprises.com/
[www.twitter.com/symphonyEnt](https://twitter.com/symphonyEnt)
www.facebook.com/symphonyenterprises
www.linkedin.com/company/symphony-enterprises

