



Alexander Mann Solutions

Next Generation Total Talent Acquisition

Vendor Assessment
Report Abstract

July 2018

By Nikki Edwards
Principal Research Analyst
NelsonHall

21 pages

research.nelson-hall.com





Who Is This Vendor Assessment For?

NelsonHall's Next Generation Total Talent Acquisition vendor assessment for Alexander Mann Solutions (AMS) is a comprehensive assessment of AMS' total talent solutions offering and capabilities, designed for:

- Sourcing managers investigating sourcing developments within total talent
- HR decision makers exploring the benefits and inhibitors of total talent solutions as evidenced by the clients and vendor capability
- Vendor marketing, sales and business managers developing strategies to identify developments and target opportunities within total talent programs
- Financial analysts and investors specializing in, or covering the HR outsourcing industry and suppliers.

Key Findings & Highlights

AMS, established in 1996, now focuses on total talent, RPO and MSP. AMS divides its operations into two distinct areas of outsourcing and consulting.

AMS serves ~13 clients with unified total talent contracts. Established unified total talent contracts include banking/financial services and pharmaceuticals. AMS offers unified total talent programs (blended RPO/MSP), RPO and MSP programs.

AMS' total revenues in 2017 were \$1.5bn. AMS' unified total talent revenues were \$479.0m.

AMS will focus on its total talent agenda, educating clients to the benefits of a holistic approach to talent acquisition, while adapting its service delivery to meet future total talent client needs. It will improve its sourcing capability by upskilling its sourcer/recruiter teams and aligning them to clients through one of four internal organizations dedicated to specific industry sectors. It will continue to research/invest in third-party tools/ technologies, focusing on latest platforms, automation, and VR.



Scope of the Report

The report provides a comprehensive and objective analysis of AMS' total talent solutions offering, capabilities, and market and financial strength, including:

- Identification of the company's strategy, emphasis, and new developments in both its service and technology
- Analysis of the company's strengths, challenges, and outlook
- Revenue
- Analysis of the profile of the company's customer base including the company's targeting strategy and examples of current contracts
- Analysis of the company's key offerings (service model and service components)
- Analysis of the company's delivery capability (including the location, size and scale of delivery operations; and delivery via technology).

Contents

1.	Background	<hr/>
2.	Revenue Summary	<hr/>
3.	Key Offerings	<hr/>
	3.1 Service Models	<hr/>
	3.2 AMS Service Offerings	<hr/>
4.	Delivery Capability and Partnerships	<hr/>
	4.1 Geographic Footprint	<hr/>
	4.2 Proprietary Technology	<hr/>
	4.3 Technology Partners	<hr/>
	4.4 Analytics and Automation	<hr/>
5.	Target Markets	<hr/>
	5.1 AMS' Target Markets	<hr/>
	5.2 Examples of Key Clients	<hr/>
6.	Strategy	<hr/>
7.	Strengths & Challenges	<hr/>
	7.1 Strengths	<hr/>
	7.2 Challenges	<hr/>
8.	Outlook	<hr/>
9.	Appendix 1: AMS' Employer Branding Services	<hr/>

Report Length

21 pages

Report Author

Nikki Edwards

nikki.edwards@nelson-hall.com