

## What if you could...

...increase white collar engineering productivity, improve project delivery, increase client satisfaction & reduce labor resource costs?

## With Proudfoot, you can.

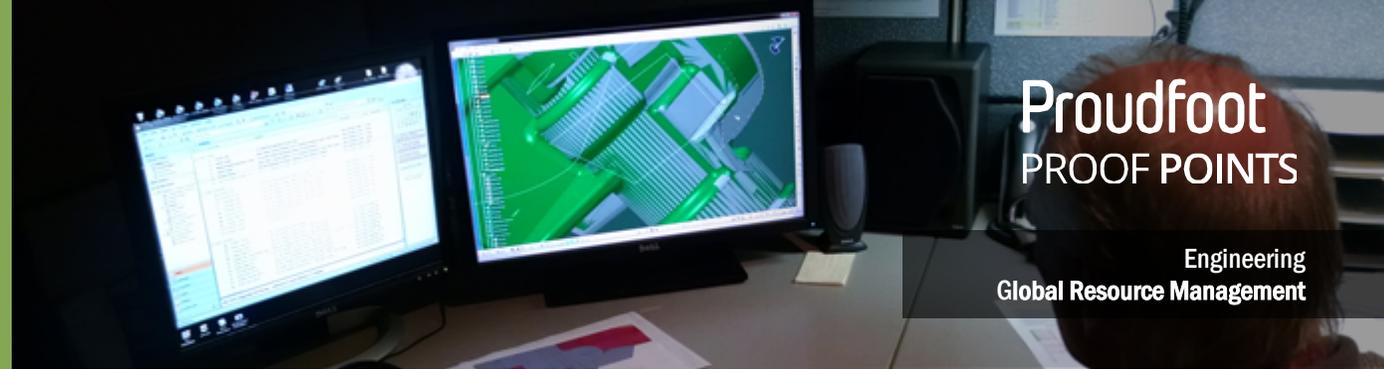
Our client, a global engineering company, wanted to standardize their global resource management practices and thus increase white collar productivity by reducing labour costs, optimizing project delivery and improve S&O planning. Facing increased competition, they also needed to improve on-time-delivery of their projects and ultimately client satisfaction.

Teaming with Proudfoot, a three phased approach was initiated. Firstly developing the new global standard, then piloting it in one region, and finally rolling it out across the globe.

**Scope and scale – covering 63 countries and more than 1,500 employees, the new resource management framework needed global reach.**

“The global resource management approach helps us in attracting and retaining talented engineers. Our employees have more opportunities to grow in an international environment.”

– Director Human Resources



### A TRANSFORMATIONAL APPROACH

**1 Phase 1: Proudfoot Analytics.** An initial review and validation to identify project management, resource management and sales & operations management (S&OP) opportunities to align management with the needs and enable them to agree, design and implement a new resource operating model that would be effective in a multi-country engineering environment.

The major finding was the **need for a common language and framework** across business units and better **cross border collaboration** to improve on time, on-budget, project delivery.

**2 Phase 2: Development of the new gold-standard Global Framework.** Working with the Engineering Teams, together we:

- Developed and implemented a **resource forecasting, planning and sharing** framework that enabled a greater volume of revenue generating assignments to be executed and the **offshoring** of low value activities to low cost countries, allowing teams to focus on what counts.
- **Global standard** operating model implemented and the deployment of a common resource planning **software tool.**
- **Changed the engineering behavior model** to include effective communication and S&OP planning

### REMARKABLE RESULTS

Increased capacity, reduced labor cost, and a standardized way of working across the organization built the infrastructure to enable **the business to be fit for the future.**

**10%** Increase in labor productivity

**More opportunities to take on more assignments including cross border assignments**

**15%** Improvement in project on time delivery

**Achieved client satisfaction targets and growth**

“Our clients see that our projects are completed on time and within budget. Client satisfaction is up and our capacity to take on more business has increased.”

– Senior Executive

# Proudfoot