



HEXAGON

# ADVANCED SUPPLY PROCESS

Hexagon Group



Virtual Zero 

# HEXAGON GROUP



1993

20+ YEARS OF OPERATION



1500+ CLIENTS SUPPORTED



50,000+ PEOPLE PLACED INTO JOBS

# HEXAGON GROUP

## Cellular Team Working



team

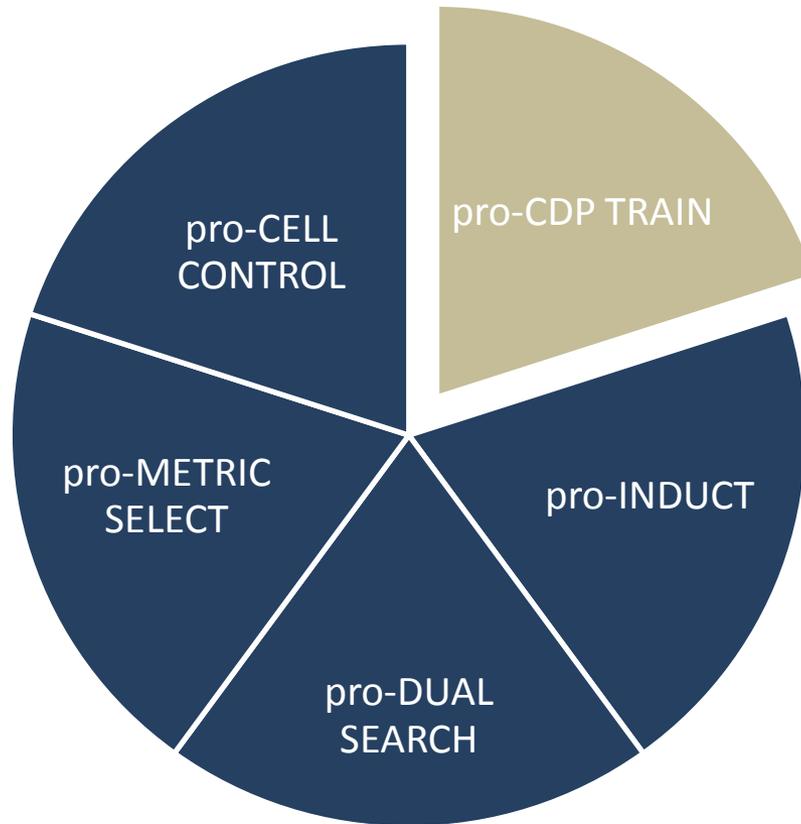


360



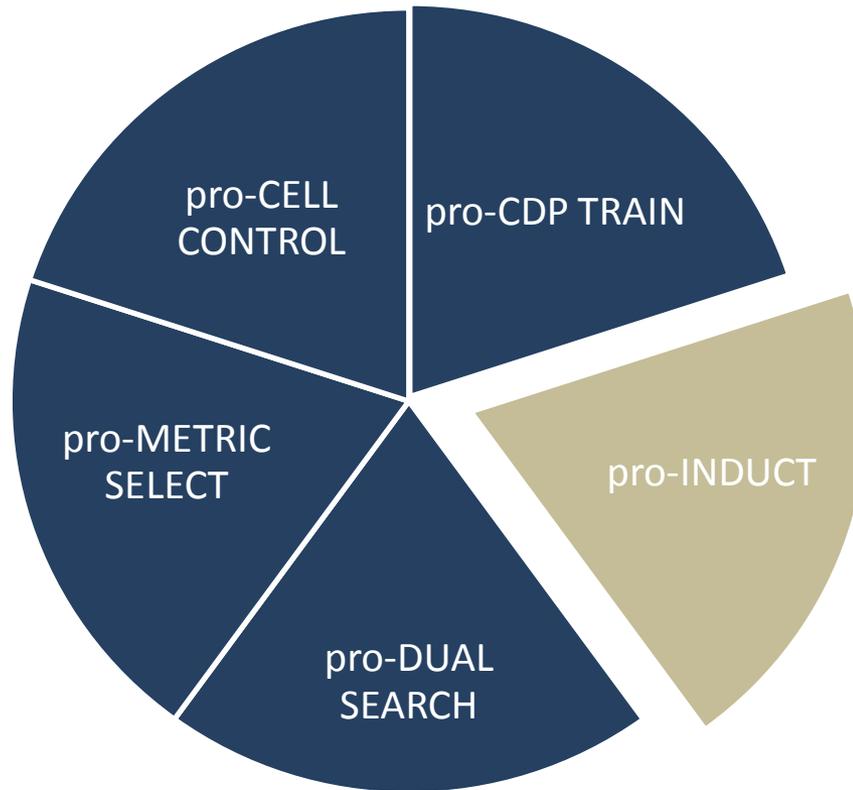
# HEXAGON GROUP

asp advanced supply process



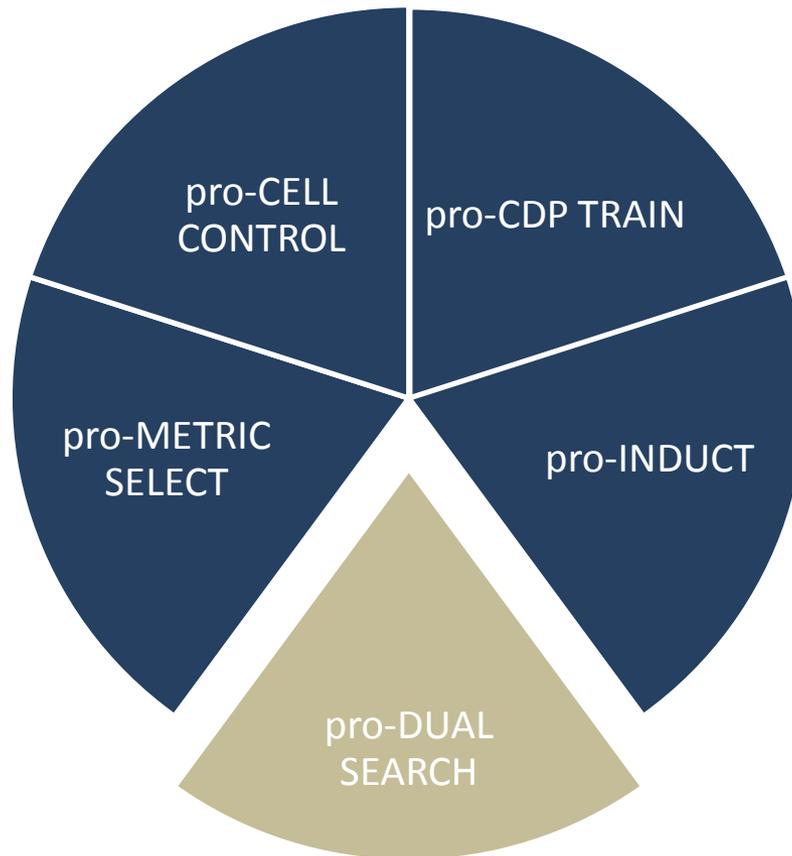
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asp advanced supply process



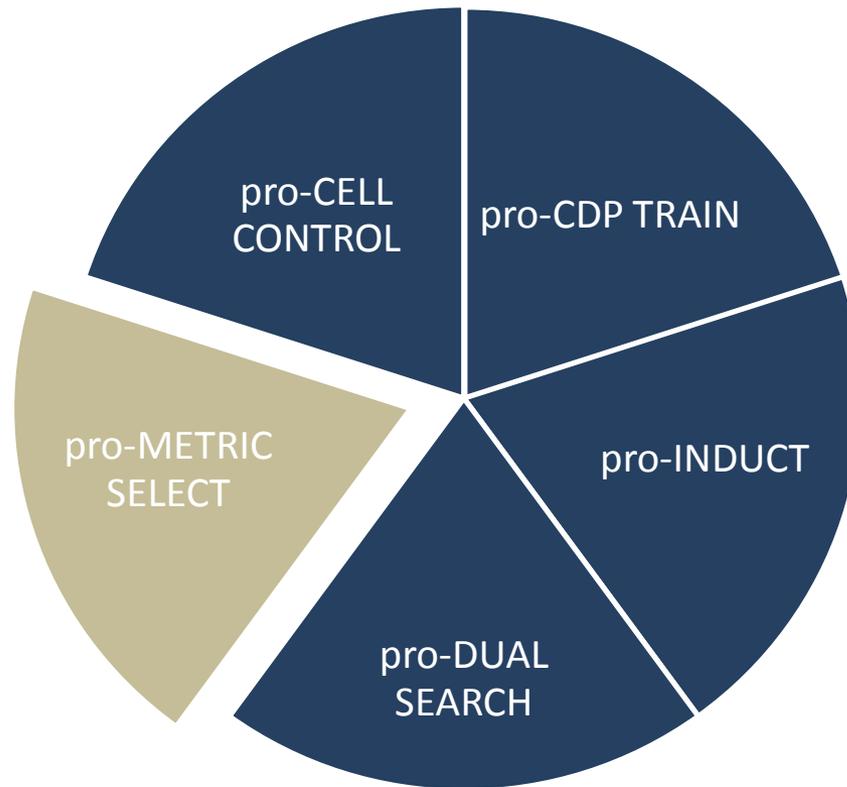
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asp advanced supply process



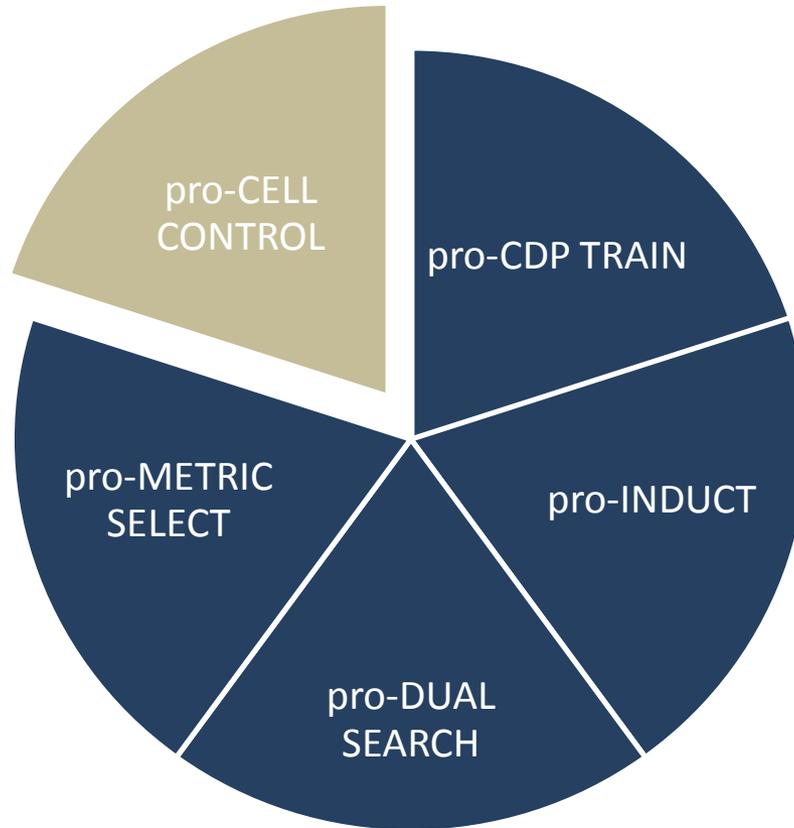
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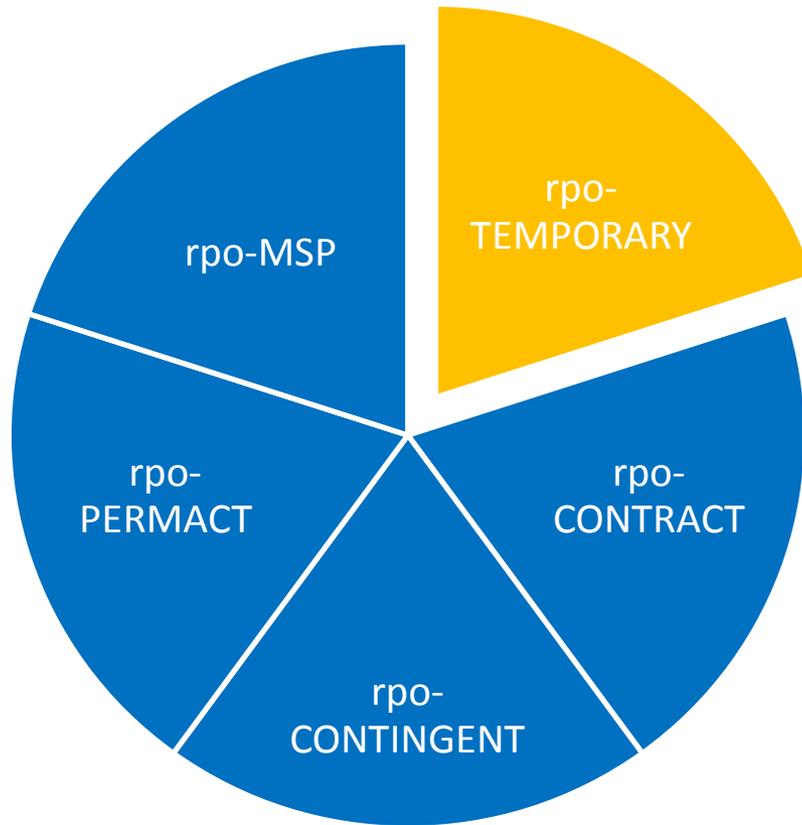




# RECRUITMENT PROCESS OPERATIONS

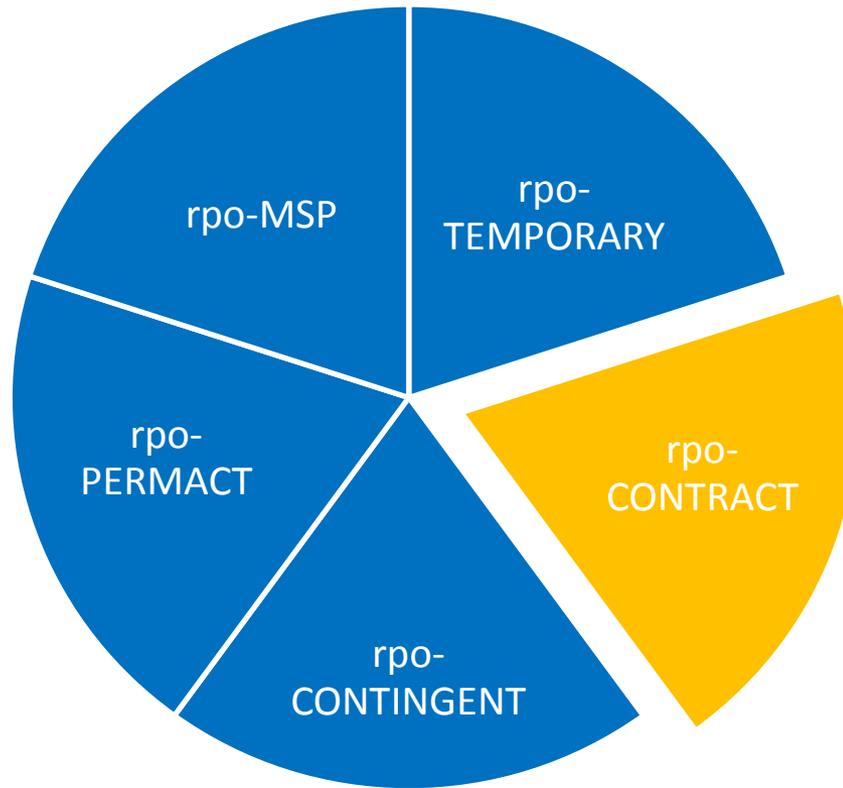
# HEXAGON GROUP

rpo recruitment process operations



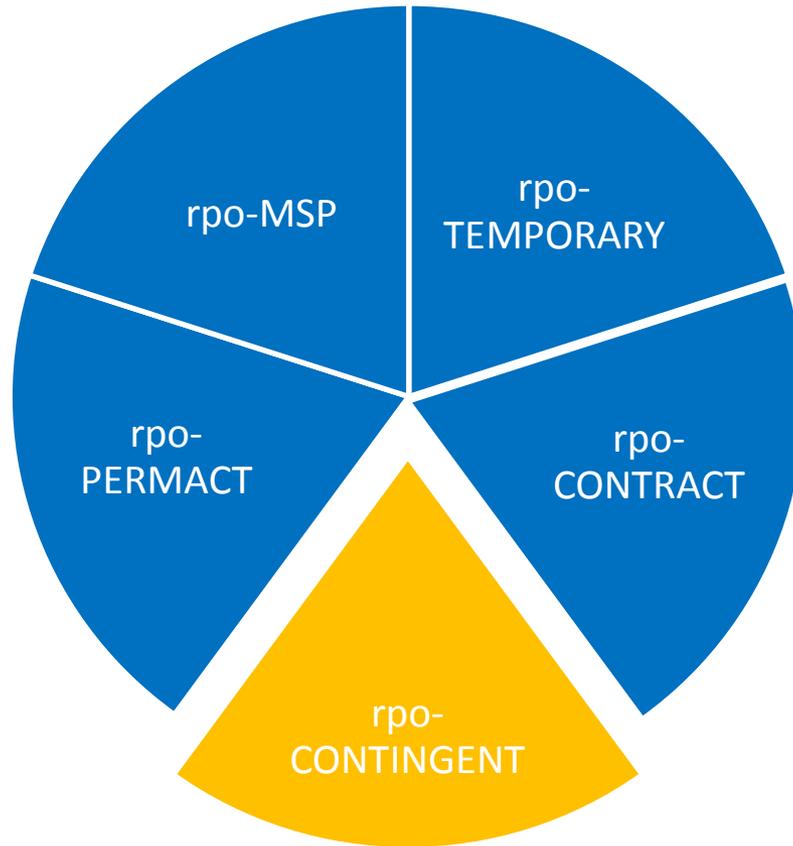
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rpo recruitment process operations



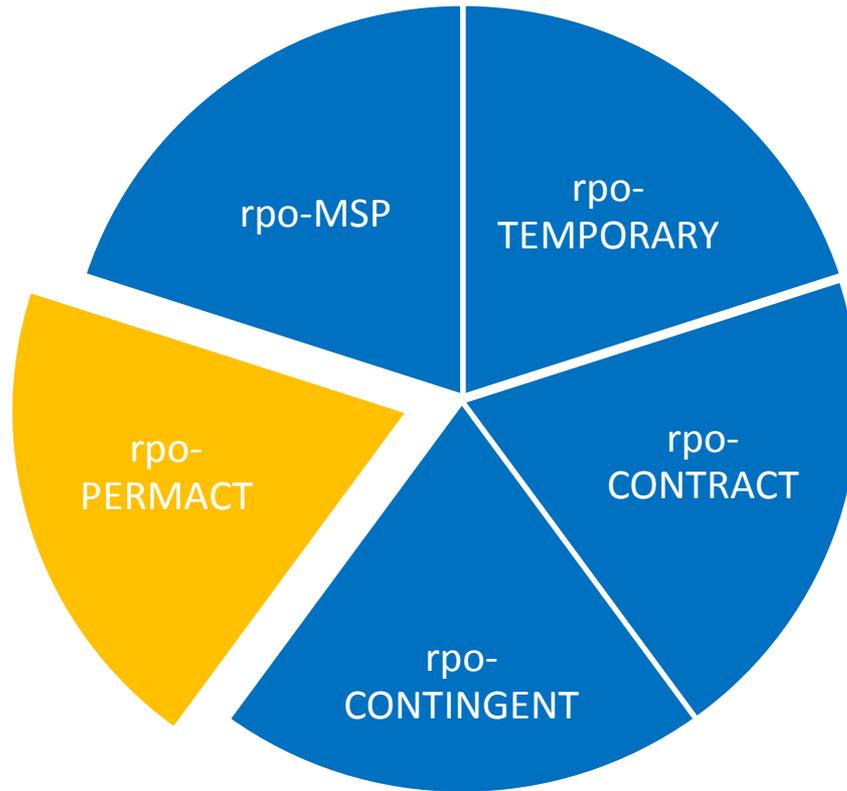
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rpo recruitment process operations



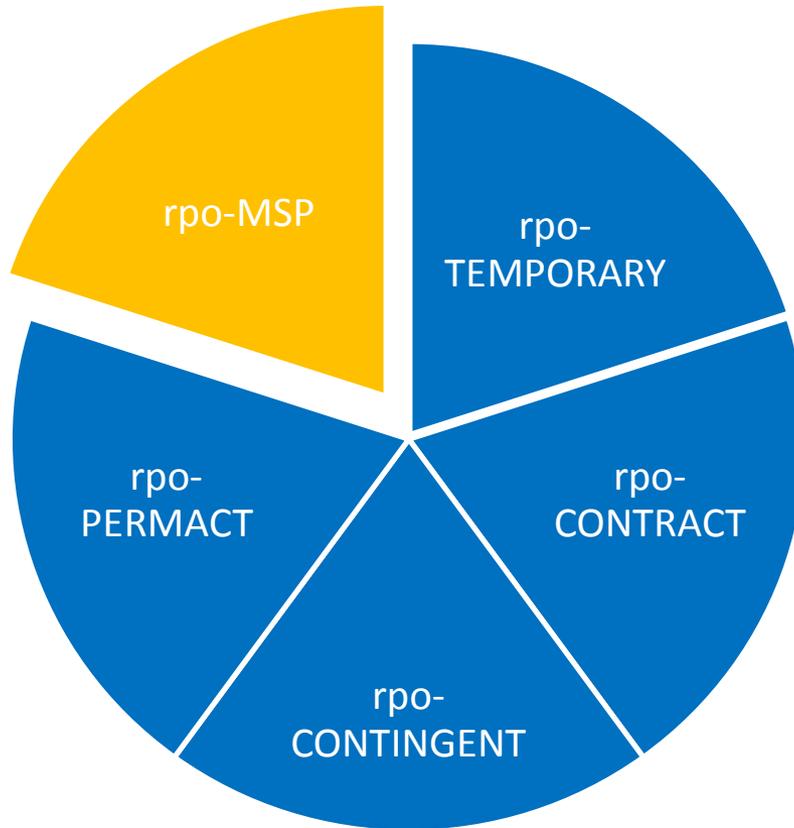
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rpo recruitment process operations



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rpo recruitment process operations



# HEXAGON GROUP PERFORMANCE AUDIT



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## Pitches

If I was going to spend 30 minutes of my time seeing an agency, I would spend my time running through a **diagnostic** rather than spending time listening to the same stories of how good the agency is.

*I would then see which areas I am ok with, and which could be improved!*

*It would be good to know how to get the best out of the service.*

If you went through the diagnostic you would be able to see what is needed and have criteria for what is needed for you in terms of service.

You would not need to see agencies unless they could bring something that improves performance against benchmarks that you need

You wouldn't then change on a simple sales pitch from an agency. remember "If it ain't broke don't fix it!"

The North West of England has been experiencing the HIGHEST ECONOMIC GROWTH in manufacturing, it is all over the media. Unemployment in manufacturing is FALLING fast and it's getting harder and harder to find good staff and this is going to increase.

Imagine now that a company suddenly finds that the economy is booming, orders increase and then it finds it cannot secure good staffing or even enough staffing to meet this long awaited opportunity! What a loss to the company!

It could however be avoided by finding out how the best companies resolve this by doing the diagnostic!

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## Price

*Often we start talking about service and supply and companies start then talking about PRICE **rather** than VALUE.*

*A lot of companies do not look closely enough at the impact of supply issues on their bottom line, or simply how much it disrupts their business and the lives of those that have to control these events .*

*We at Hexagon **fully** respect that market economics means that we have to be fully competitive on price to meet the needs of budgets, tenders and other procurement considerations **however, we also** consider that high added value is equally important. Hence our pricing structures are always based on:*

***“Providing market competitive services with higher inherent added value”***

***“We do this by setting the service directly against the needs that most affect the business, and control these items at a service critical priority level. We build in features that create added values that directly improve the service level . This is a core principle of Hexagon.”***

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## Price: The bargain basement

There is an old adage that says “ If it sounds too good to be true, it probably is!”

It is sadly true to say that many

Hexagon is fundamentally a truly ethical supplier of services and as such takes great care when it comes to utilising payroll



# Sales Propositions

***• Hexagon has extensive supply experience and this so often differentiates us from other local suppliers***

•Hexagon has been operating in this region for over 20 years and has evolved into a well respected brand . So many agencies have appeared and then disappeared, but Hexagon is continues to develop mainly due to robust processes and good value service.

•Hexagon has provided recruitment supplies to in excess of 1500 companies in the region over the past 20 years. This is quite a remarkable statistic and reflects the confidence given in the brand and service.

•Hexagon has helped over 50,000 candidates achieve employment and businesses to gain from the successful placement of those workers.

•It is fair to say that Hexagon has witnessed the same challenges with worker supply and employment issues faced by most recruiters and businesses. 20 years has provided economic changes and a spiralling increase in legislation. The difference with Hexagon is that it has adapted and evolved to meet these challenges.

•For the current market with substantial growth opportunities for businesses in the UK already here, combined with the challenge and issue of rapidly falling unemployment, HEXAGON is a SOLID choice for a recruitment partner. Hexagon is a different choice to many others and a PROVEN choice.

***• Unemployment levels are falling rapidly – companies are starting to struggle to fill core roles***

- Unemployment levels are falling very quickly and we are finding that quite a large number of companies are finding it harder and harder to find suitable staffing
- The fact is that unemployment has been falling rapidly for over a year now and we are seeing real shortfalls in both skilled and unskilled staff pools particularly in the manufacturing and service sectors.
- The rate of reduction in unemployment is actually seen as a major concern even though per se we all seek full employment as an ideal. The reduction poses problems for business including substantial wage rate inflation currently expected by early 2017.
- The North West has a well established manufacturing core and is seeing this more than most, as companies are consistently returning to higher outputs and requiring back staff that they released during the downturn from 2007 to 2011. There are fewer EU staff arriving in the region than in the period 2002-2006 that supported those boom years, so the challenge is a new one for local companies.
- Hexagon has developed and adopted a new system called DUAL-SEARCH to respond to this shortfall. The traditional staffing model utilised by agency supply has been supplemented by a modified SEARCH model to combine a worker supply chain process capable of meeting both specific single role job search as well as fast response volume response. We believe this is what our clients require to support the growth they need and underpin their operations.

***• Supply reliability is very variable from agency to agency- why should companies have to live with this?***

- Hexagon operates a system called PRO-CONTROL to actively manage SUPPLY RELIABILITY . It is a TEAM BASED PROCESS and DIFFERS SUBSTANTIALLY FROM the USUAL 360 ROLE used by so many recruitment companies
- We fully understand that most clients simply need to know that what they have requested in terms of agency support will happen as requested, and the right number of workers will report for work, on time, and will complete the shift.
- Hexagon supplies agency staff via a dedicated supply team that has a single objective, to gather in the requirements of our clients, and then meet these requirements fully. The standards set are high as we know that shortfalls affect client operation and profitability. We see it as our responsibility to develop and provide high service levels beyond the usual recruitment industry norms.
- Our systems to control supply reliability have been continuously improved over a 20 year period to provide one of the regions most reliable services. PRO-CONTROL system follows the complete cycle from a client request for a worker to the point the shift has been completed. We assume nothing and check everything.

**• Companies increasingly need to secure fully briefed staffing – we operate PRO-INDUCT**

- We at Hexagon have been running induction programmes for companies for many years.
- We use a variety of video and presentation materials
- We operate inductions at site and within our local offices where it can be performed off site.

- The result is a reduction in workload for our clients and greater job and safety awareness
- The reasons for doing this are obvious, but it is fair to say that we do see safety at work as a high priority . This has always been a fundamental principle within Hexagon.

- Why are we different? Others do operate inductions, but we at Hexagon spend more time in design and development and create comprehensive programmes. We match the needs of clients rather than simply operating generic programmes.

***• Government treatment of TAX avoidance for temp workers has hardened. Many companies are still not aware of changes and the implications***

#### FACTS

- Changes were brought in early in 2015
- Umbrella payroll schemes for temps at around NMW have been made unsafe
- Some employment agencies are still operating these schemes or derivatives
- The risk from HMRC extends to the end client yet few clients really understand this

#### PROPOSITION

- Hexagon is fully aware of the changes made and offers to any company impartial advice on how to find out more about this if they have any concerns.
- Hexagon maintains a highly ethical stance on taxation and operates fully compliant payroll systems.



End