



# Intellectual Resource Pool



## THE INTELLECTUAL RESOURCE POOL

INNOVATIVE industry practitioners require the best of talents to sustain business practices. Talent acquisition and retention i.e. recruiting and preserving these talents are critical requisites for entities seeking high performance, operational excellence and growth in this highly sensitive industry. Whilst many through a robust learning and development scheme are enjoying the benefit of proficient workforce, some are determined to preserve theirs by marshalling new proactive L&D Initiatives, others are mystified with no clue on how to manage their aging professionals nearing retirement with their enormous wealth of experience, and the younger ones seeking greener pastures.

It is therefore obvious that the ability to meet the growing business demand is dependent on initiating pro-active steps to preserve your HR pool and optimize the competency of your workforce. This we do by initiating a customized Workforce Strategy for your organization.

### WHAT WE DO

THE INTELLECTUAL RESOURCE POOL aims to provide a complete range of business support services ranging from recruitment, staffing and ancillary services to verification, assessment and HR management for the purpose of maintaining the optimal balance between quality and cost effectiveness to service the total needs of our clients by deploying a team of skilled/experienced industry experts to them.

### SPECIALIZED WORKFORCE RECRUITMENT

The employment world has found itself in a global talent crisis in which more than one-third of employers have trouble finding the talent to advance their businesses. As companies and economies around the world improve and the talent crisis deepens, smart employers are developing sophisticated workforce strategies closely aligned with their business strategies to solve the talent acquisition problems.

Petronomics has become a one stop shop for all your HR

needs as we specialize in building and executing the most highly sophisticated workforce strategies by offering you end to end HR solutions that provide you with the best staff. Stemming from our extensive expertise in supporting workforce development, we utilize a sustainable approach to recruit, train and deploy the skilled resources to fill gaps with a view to supporting clients in achieving their corporate objectives. Our robust expertise helps us to support workforce development targets using competency models and offering impartial view of human capital needs.

#### i. Recruitment Cost Savings

By outsourcing recruitment functions to us, the INTELLECTUAL RESOURCE POOL handles the recruitment process from start to finish thereby providing you with a workforce that will render quality service with a guaranteed positive effect on your bottom-line. This will drive revenue growth and profitability as it allows you focus on area of core competence.

#### On Demand Hiring

- ii. This is done on two levels:
  - a. We maintain a database of skilled resources who can be deployed on demand thereby bridging the gap created at periodic intervals in an organization's value chain. This gap is either generic maternity leave, specific summary resignation, medical incapacitation.
  - b. We deploy temporary resources to boost your workforce during peak business periods, which enables you to eliminate high payroll expenditure during low business periods.

#### iii. Background Checks

We go beyond the recruitment process to conduct educational and reference checks during which candidates are thoroughly evaluated and information provided and claims made both written (on their résumés) and verbal (during interview process) are investigated for verification

As organisations find it increasingly challenging to hire talents required to drive their business forward, the differentiator between success and failure would be the ability to acquire the best employees.

purposes. This is an invaluable module which guarantees the integrity of your workforce.

iv. Workforce Assessment/Appraisals

These are conducted via checks and balances established during the recruitment process as a prerequisite to selection. The database generated entrenches a dynamic system of self-appraisal which is synchronized with our Workforce Assessment Module to appraise at intervals and to acquaint them with the Client value chain and ensure strict compliance.

v. Temporary Staffing

vi. One of our modules is the Temporary Employees Module Portal (TEMP). This module provides recruitment and staffing solutions for supplying temporary employees and other forms of flexible staffing, with in-built cost containment and optimization of your human resource ROI.

### HUMAN CAPACITY DEVELOPMENT

This is our capacity building model which focuses on harnessing the existing resources for a sustainable growth plan targeted at actualizing business objectives through the underlisted:

#### Competency Models

Competencies are grouped for different job functions and are customised to the need of each client, its mission and objectives. Using the competency models, job description and functions statements, we identify the core competencies required at various levels. These core competences, in turn become the basis for establishing the scope and objectives of a subsequent training needs analysis.

#### Training Needs Analysis (TNA)

As a progression of the competency models, a specialised system for Training Needs Analysis (TNA) was developed. This advisory work helps our clients identify training requirements and skill gaps, an essential means for supporting career development, succession planning and recruitment. With the training needs analysis concluded, we design and deliver competency enhancement programmes through a mixture of learning courses, on the job training and Monitored Professional Development Schemes (MPDS)



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**ABOUT US**

THE INTELLECTUAL RESOURCE POOL is a HR recruitment and development solution designed in response to the evolving need for skilled professionals. Petronomics has been relied upon by industry practitioners and learning advisors for building its workforce competence over the years. Given our pedigree, we have become your reliable partner for bridging competency gaps.

**OUR PEOPLE**

We pool together a select group of inspired people whose expertise and competence has culminated to a phenomenal success in workforce recruitment strategy, assessment and reference/background investigation logistics management. Our people are deep and diverse; they bring unique expertise to benefit the long term workforce development of our clients by collaborating as a team and compete with one another to attain our great potential both individually and corporately. In boosting competence, we partner with foremost brands globally to re-skill, re-shape and re-design our people's strategies and business processes.