

# RPO Case Study: *Interstate Batteries*

Time savings for Human Resources departments mean more employee development, greater retention and a well-trained workforce.



Within the first year, Innovative had put a process in place for managing the front end of Interstate's hiring cycle, made several critical hires, and worked individually to consult with management internally on strategic hiring initiatives.

HR has since been able to launch other critical programs that had before been tabled for later.

## Not enough time in the day

### The Need

The Human Resources Team at Interstate Batteries was spending so much more time in recruitment, that other critical and strategic employee initiatives were being delayed or never implemented. They sought a third party solution to handle the front-end functions in the recruiting cycle that not only complemented the culture there internally, but also one that would integrate well with their existing processes and resource investments.

### The Innovative Fit

Innovative built the perfect RPO complement to the HR Team at Interstate, one that kept the control of internal customers in the hands of HR, but that managed all sourcing, profiling, and talent management, which were taking too much time and not being managed effectively before.

Interstate Batteries HR gained more time to focus on employees

Interstate was better able to respond to hiring managers during the hiring & offer process

HR was able to take advantage of saving on contract hires company-wide with the CPO discount



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