

Information Technology

WHAT YOU NEED TO KNOW:

Outsourcing is growing across IT functions, according to the *2016 Global Outsourcing Survey* by Deloitte Consulting. Customers are looking to define and secure innovation through solid contracting procedures. Robotic and cognitive process automation will be a key disruptive technology shaping the business process outsourcing landscape. The outsourcing market looks to be more driven by smart buyers of services who can integrate new technology from multiple providers into their business to drive growth.

COMPANY	URL	REACH	OTHER SERVICES
Infineon	www.infineon.com	EU	
Interquest Group	www.interquestgroup.com	EU	REC
KPN	www.kpn.com	EU	
Office Field	www.officefield.com	EU	
Siemens	www.siemens.com	EU	
Abbott	www.abbott.com	Global	
AMD	www.amdi.net	Global	
Atos Origin	www.atos.net	Global	
Computer Science Corporation	www.csc.com	Global	F&A, HRIS, P
Fujitsu	www.fujitsu.com	Global	HRIS
Getronics	www.getronics.com	Global	
IngIngentis Softwareentwicklung GmbH	www.ingentis.com	Global	
Lexmark International, Inc.	www.lexmark.com	Global	REC, F&A, P, CON, HRIS
LG Corp	www.lg.com	Global	
Ovum, Informa Group	www.ovum.com	Global	
Pillsbury Winthrop Shaw Pittman	www.pillsburylaw.com	Global	F&A
Replicon Inc.	www.replicon.com	Global	
Sopra Steria	www.sopraSteria.com	Global	HRM
Tieto	www.tieto.com	Global	
Unisys Corporation	www.unisys.com	Global	HRIS
Wipro Limited	www.wipro.com	Global	HRM, F&A, HRIS

Professional Associations & Education

WHAT YOU NEED TO KNOW:

Professional HR associations and education systems are important for continuing education in the field. Associations allow professionals to network and share best practices, whilst education courses help individuals keep up with the constantly changing HR landscape. The *HRO Today* Services and Technology Association is one these valuable resources for HR executives. Visit www.hrotoday.com/association for more information.

COMPANY	URL	REACH	OTHER SERVICES
Accent International	www.accentintl.com	EU	
Amano Technologies Ltd.	www.amanotech.com	EU	T&D, IT
Exact Learning Solutions	www.exact-learning.com	EU	IT, HRM, T&D
IESE Business School	www.iese.edu	EU	
Int'l Institute for Management Dev.	www.imd.org	EU	
Head Heart + Brain	www.headheartbrain.com	EU	

Professional Associations & Education (continued)

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COMPANY	URL	REACH	OTHER SERVICES
London Business School	www.london.edu	EU	
Center for Creative Leadership	www.ccl.org	Global	T&D
Global Knowledge Training LLC.	www.globalknowledge.com	Global	T&D, IT
INSEAD	www.insead.edu	Global	T&D
Telefonica	www.telefonica.com	Global	
Tribal Group	www.tribalgroup.com	Global	T&D
UCL Louvain School of Management	www.uclouvain.be/lsm.html	EU	

PEOs, ASOs, and Payroll Services (PEO, P)

WHAT YOU NEED TO KNOW:

Payroll outsourcing is the second largest HRO service after benefits administration. Payroll outsourcing offerings include control of cost, standardisation of process and governance, risk management, need for payroll expertise, and access to better technology. Professional employer organisations (PEOs) offer companies a co-employment service, wherein employees are paid under the PEO's federal employer identification number (FEIN) and placed on the PEO's benefits programme and workers' compensation policy. Administrative services organisations (ASOs) offer many of the same services as PEOs without the co-employer relationship.

COMPANY	URL	REACH	OTHER SERVICES
Intuit	www.intuit.com	EU	HRIS
Ascender	www.ascenderhcm.com	EU	APAC
Hilan	www.hilan.co.il	EU	IT
Sutherland Global Services INC.	www.sutherlandglobal.com	EU	EH, F&A, HRIS
Trianon	www.trianon.ch	EU	BC
Aditro	www.aditro.com	Global	HRIS
Cintra	www.cintra.es	Global	
Elanor	www.elanor.eu	Global	HRIS
FMP Global	www.fmpeurope.co.uk	Global	HRM
G&A Partners	www.gnapartners.com	Global	HB, HRM, P
Payroll Services Alliance	www.payrollservicesalliance.com	Global	
Neeyamo	www.neeyamo.com	Global	EH
SafeGuard World International	www.safeguardworld.com	Global	
Seresco	www.seresco.es	Global	HRIS, T&D, HRM
Staff One HR	www.staffone.com	Global	P, HRIS, HRM, HB, EH

Recruiting, Staffing, & Search

WHAT YOU NEED TO KNOW:


The global RPO market is expected to grow rapidly through 2021, according to the *Global Recruitment Process Outsourcing Market 2017-2021 Report* by Technavio. The global RPO market is very diverse and competitive due to a large number of regional and international vendors, and there is a growing number of business process integration and new technological solutions that reduce costs and improve productivity. This category is divided into five types of services: online, recruitment technology, search, contingent labour management, and full-service recruitment process outsourcing (RPO).

COMPANY	URL	REACH	OTHER SERVICES
Actonomy	www.actonomy.com	EU	HRIS
Advance Resource Managers	www.arm.co.uk	EU	
Ascender	www.ascenderhcm.com	EU	
Atkinson Stuart	www.atkinsonstuart.com	EU	HRM, REC
Careerplus AG	www.careerplus.ch	EU	
Cpl Resources	www.cpl.ie	EU	HRM, PEO
de Poel	www.depoel.co.uk	EU	IT, HRM
Elevate Direct	www.elevatedirect.com	EU	HRIS
Longbridge 360	www.longbridge.com	EU	
Management Recruiters International, Inc.	www.mrinetwork.com	EU	
Modis	www.modis.com	EU	
Muovo	www.muovo.eu	EU	
Myjobgroup	www.myjobgroup.co.uk	EU	
Natek	www.natek.com	EU	
Office Angels	www.office-angels.com	EU	
Serendi	www.serendi.com	EU	
Staff Poland	www.staff.pl	EU	
Talent Club	www.talentclublondon.com	EU	
TALENTPEOPLE	www.talentpeople.net	EU	
WORK Group Inc.	www.workcomms.com	EU	
3Desk	www.3desk.com	Global	
ACA Talent	www.acatalent.com	Global	
ADP LLC	www.adp.com	Global	EH, IT, PEO, P
Advantage xPO	www.advantagexpo.com	Global	
AMN Healthcare	www.amnhealthcare.com	Global	
Agile•1	www.agile-1.com	Global	P, HRM, HRIS
Ajilon	www.ajilon.com	Global	
Alexander Mann Solutions	www.alexandermannsolutions.com	Global	HRM, IT

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COMPANY	URL	REACH	OTHER SERVICES
Allegis Global Solutions	www.allegisglobalsolutions.com	Global	P
<p>Allegis Global Solutions is a leader in global talent solutions. To date, we support clients in more than 60 countries through regional hubs, matching our great people with businesses seeking to optimize their permanent and contingent workforces.</p>		<p>Allegis Global Solutions www.allegisglobalsolutions.com</p>	
Allen Recruitment	www.allenrec.com	Global	HRIS, T&D
Antal International	www.antal.com	Global	IT
Avature	www.avature.net	Global	IT, T&D, HRIS, EH
Boyden	www.boyden.com	Global	HRM
Candidate Manger	www.candidatemanager.net	Global	HRIS, T&D, HRM, SCR
CareerBuilder	www.careerbuilder.com	Global	SCR
Cielo	www.cielotalent.com	Global	
The Financial Times Ltd.	www.exec-appointments.com	Global	
Fircroft	www.fircroft.com	Global	P
Geometric Results, Inc.	www.geometricresultsinc.com	Global	HRM, SCR, CON
Gr8 People	www.gr8people.com	Global	
Guidant Group/Bartech	www.guidantgroup.com	Global	
Hays plc	www.hays.com	Global	HRM
Heidrick & Struggles International, Inc.	www.heidrick.com	Global	HRM
Hinde-Smith Human Capital	www.hinde-smith.com	Global	
Hireology	www.hireology.com	Global	
Hudson Global	www.hudsonrpo.com	Global	
IBM Kenexa Recruitment Services	www.ibm.com	Global	I, P, CON, T&D, EH, FS, HRM, HRIS, IT, SCR
Integrated Search Solutions Group	www.issg.net	Global	BPO, HRO, ITO, IT
Jibe	www.jibe.com	Global	
Kelly Services Inc.	www.kellyocg.com	Global	BC, EH, HRM, CON
Korn Ferry Futurestep	www.futurestep.com	Global	HRIS, IT
MPS Enterprises Ltd	www.mps.fi	Global	
Network Money	www.networkmonkey.co	Global	

Recruiting, Staffing, & Search (continued)**WHAT YOU NEED TO KNOW:**

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Novotus	www.novotus.com	Global	
PeopleScout	www.peoplescout.com	Global	

PeopleScout, a TrueBlue company, is a trusted global recruitment process outsourcing (RPO) provider offering full-service support in nearly every industry and skill vertical. PeopleScout's highly customized and scalable RPO solutions combine revolutionary technology and process innovation to save you money and deliver top talent that will drive your business forward. PeopleScout has repeatedly been honored as an RPO industry leader, including 10 straight years on HRO Today's RPO Baker's Dozen List. Visit us at www.peoplescout.com

PeopleScout
www.peoplescout.com



Pierpoint International	www.Pierpoint.com	Global	
PrincetonOne	www.princetonone.com	Global	
Pontoon Solutions, Inc,	www.pontoonsolutions.com	Global	HRM, SCR, CON, T&D,
PRO Unlimited	www.prounlimited.com	Global	BC, EH, HRM, HRIS, IT, P, CON
Qandicate.com	www.qandicate.com	Global	
Randstad Sourceright	www.randstadsourceright.com	Global	
Resource Solutions, Inc.	www.resourcesolutions.com	Global	IT, P, CON, HRM, REL
Robert Walters plc	www.robertwalters.com	Global	EH
Russell Reynolds Associates	www.russellreynolds.com	Global	SCR
Search Wizards	www.searchwizards.net	Global	CON
Seven Step RPO	www.sevensteprpo.com	Global	
Social Talent	www.socialtalent.co	Global	
Spencer Stuart	www.spencerstuart.com	Global	
Supplemental Health Care	www.supplementalhealthcare.com	Global	
Talent Fusion by Monster	www.talentfusion.com	Global	
TextRecruit	www.textrecruit.com	Global	
WilsonHCG	www.wilsonhcg.com	Global	HRM, T&D
Work4Labs	www.work4labs.com	Global	
Yoh Services LLC	www.yoh.com	Global	

Relocation


WHAT YOU NEED TO KNOW:

Relocation continues to be a constant presence in HR, and there will only be more mobility in the future. Cartus' *2016 Trends in Global Relocation: Global Mobility Policy & Practices Survey* says 81 per cent of respondents expect long-term assignment activity to stay the same or increase over the next two years. Areas that mobility managers are focused on include cost control, visa and immigration regulations, and mobility employee tracking and reporting. Seventy-nine per cent of companies also say their focus on compliance has increased in the past two years.

COMPANY	URL	REACH	OTHER SERVICES
Eurohome Relocation Services	www.eurohome-relocation.com	EU	
Executive Relocations	www.executive-relocations.com	EU	REC
Human Entrance	www.humanentrance.com	EU	
Newcomer's Immigration & Relocation	www.newcomers.se	EU	
Santa Fe Relocation Service	www.santaferelo.com	EU	
Saunders 1865	www.saunders1865.com	EU	SCR, F&A
Thorey Relocation Services	www.thorey-services.de	EU	
TTH Relocation Management	www.tth.co.uk	EU	
Altair Global	www.altairglobal.com	Global	
ARC Relocation	https://arc relocation.com/	Global	
CapRelo	www.caprelo.com	Global	
Brookfield Global Relocations Services	www.brookfieldgrs.com	Global	F&A, P
Cartus	www.cartus.com	Global	T&D
Cornerstone Relocation Group	www.crgglobal.com	Global	
Crown Worldwide Moving & Storage	www.crownwms.com	Global	BC, T&D, F&A
Global Mobility Solutions	www.gmsmobility.com	Global	
Graebel Relocation	www.graebel.com	Global	BC, FS, T&D

Graebel helps our clients position their top talent (and families) in key locations to meet career and business objectives — across the country or around the world. We'll keep your program running smoothly, take good care of your assignees, and ensure every program dollar is spent responsibly. We also provide the reporting, insight, and consulting expertise you need to keep your program ahead of the curve.

Graebel Relocation
www.Graebel.com



IMPACT Group	www.impactgrouphr.com	Global	T&D
Irish Relocation Services	www.irishrelo.com	Global	
MoveCenter	www.movecenter.com	Global	BC, F&A, REL

MoveCenter is proud to be the oldest and most stable Women's Business Enterprise in the relocation industry. Our clients' global programs range in size from 1 to 1,000 initiations a year and we feel our success is partly evidenced by our 100% client retention rate for 24 years (and counting!).

MoveCenter
www.movecenter.com



MSI Global Talent Solutions	http://msigbs.com/	Global	
NEI Global Relocation (NEI)	www.neirelo.com	EU	

Relocation (continued)**WHAT YOU NEED TO KNOW:**

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COMPANY	URL	REACH	OTHER SERVICES
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NuCompass Mobility Services Inc.	www.nucompass.com/	Global	
OneSource Relocation	www.OneSourceRelocation.com	Global	
Paragon Relocation	www.paragonrelocation.com	Global	
SIRVA Worldwide, Inc.	www.sirva.com	Global	
TEAM Relocations	www.teamrelocations.com	Global	
TheMIGroup	www.themigroup.com	Global	

Nothing fits quite like a made-to-measure mobility program. When it comes to relocation, TheMIGroup knows that every corporation and relocating employee is different. That's why we take the time to understand our client's needs and create custom solutions for the right fit, every time.

TheMIGroup
www.themigroup.com

Whether relocating talent regionally or overseas, TheMIGroup has the experience and range of services to deliver a seamless relocation experience. TheMIGroup – Just a Better Fit.



TTHCURZON Relocation	www.tthcurzonrelo.com	Global	
Weichert Workforce Mobility	www.weichertworkforcemobility.com	Global	T&D, F&A
Worldwide Relocations	www.worldwide-relocations.com	Global	
XONEX Relocation, LLC	www.xonex.com		

Screening & Workplace Security**WHAT YOU NEED TO KNOW:**

The sixth *European Working Conditions Survey* respondents were asked if they had been exposed to different forms of adverse social behaviour—results indicated some had recently been subjected to verbal abuse (11 per cent reported this), unwanted sexual attention (2 per cent), humiliating behaviour (6 per cent) or threats (4 per cent); physical violence (2 per cent), sexual harassment (1 per cent) and bullying/harassment (5 per cent). Companies can eradicate these issues and more by employing screening services to offer employment and education verification as well as criminal background checks and help companies mitigate risk.

COMPANY	URL	REACH	OTHER SERVICES
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First Advantage	www.fadv.com	EU	
Security Watchdog, Capita Resourcing Ltd.	www.securitywatchdog.org.uk	EU	
Accurate Background, Inc.	www.AccurateBackground.com	Global	SCR
BackCheck	www.backcheck.net	Global	
Backgrounds Online	www.backgroundsonline.com	Global	
Corporate Screening Services, Inc.	www.corporatescreening.com	Global	
CSS	www.csscheck360.com	Global	
Human Resource ProFile, Inc.	www.hrprofile.com	Global	
Justifacts Credential Verification, Inc.	www.justifacts.com	Global	
HireRight, LLC.	www.hireright.com	Global	IT
PeopleG2	www.peopleg2.com	Global	
Thales	www.thalesgroup.com	Global	

Sourcing Consultants & Legal Services

WHAT YOU NEED TO KNOW:

BPO requires the use of lawyers and sourcing advisors. These consultants provide advice for buyers to when discussing HRO decisions with their CEOs. Costs can run as high as \$2 million per mega-assignment, and these advisors excel at what they do and hold the key to continued HRO and BPO growth.

COMPANY	URL	REACH	OTHER SERVICES
Blake Morgan	www.blakemorgan.co.uk	EU	
Capital Law	www.capital-law.co.uk	EU	
Dentons	www.dentons.com	EU	
Foot Anstey	www.footanstey.com	EU	
Graphite HRM Ltd	www.graphitehrm.com	EU	T&D
Allen & Overy	www.allenoverly.com	Global	
Alsbridge	www.alsbridge.com	Global	
Baker & McKenzie	www.bakermckenzie.com	Global	
Bersin by Deloitte	www.home.bersin.com	Global	F&A REC, HRM, HRIS, EH, T&D
Berwin Leighton Paisner	www.blplaw.com	Global	
Bird & Bird	www.twobirds.com	Global	
DLA Piper	www.dlapiper.com	Global	
Freshfields Bruckhaus Deringer	www.freshfields.com	Global	
Linklaters	www.linklaters.com	Global	
The Mayer Brown Practices	www.mayerbrown.com	Global	
Morgan, Lewis & Bockius LLP	www.morganlewis.com	Global	
Morrison & Foerster LLP	www.mofo.com	Global	

Training & Development

WHAT YOU NEED TO KNOW:

Organisations have increased their overall training budget in the last two years and expect it to increase further, according to the Chartered Institute of Personnel and Development's *Future of Learning: A Changing Perspective for L&D Leaders 2016 Survey*. Companies report they are also expanding their learning and development teams. Thirty-eight per cent of responding organisations have seen an increase in their training budget over the last two years whilst 36 per cent predict further increase in the next two years; and 36 per cent have seen an increase in their training team in the last two years whilst 31 per cent expect a further increase.

The Cegos Group	www.cegos.com	EU	REC
EXECT Business Training	www.exectgroup.com	EU	
JBS International, Inc.	www.jbsinternational.com	EU	
KnowledgePool	www.knowledgepool.com	EU	
Making Great Leaders	www.makinggreatleaders.com	EU	
Revelation Training	www.revelationtraining.co.uk	EU	
Saffron Interactive	www.saffroninteractive.com	EU	IT
SkillSoft	www.skillsoft.com	EU	
SpaceMinds	www.spaceminds.com	EU	HRM

Training & Development (continued)

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City & Guilds Kineo	www.kineo.com	Global	
CrossKnowledge	www.crossknowledge.com	Global	HRIS
Infor	www.infor.com	Global	IT
Cornerstone On Demand	www.cornerstoneondemand.com	Global	HRIS, REC
Expertus	www.expertus.com	Global	HRIS, REC, CON, EH
Global Learning Partners	www.globallearningpartners.com	Global	
Hemsley Fraser	www.hemsleyfraser.co.uk	Global	
ILX Group	www.ilxgroup.com	Global	
inlingua International Ltd.	www.inlingua.com	Global	
Intrepid Learning Systems	www.intrepidlearning.com	Global	HRM, HRIS
McKinney Rogers	www.mckinneyrogers.com	Global	
NIIT	www.niit.com	Global	

Established in 1981, NIIT offers Managed Training Services to market-leading companies in 40 countries. Our comprehensive services include custom curriculum design and content development, learning administration, learning delivery, strategic sourcing, and learning technology. Built on the sound principles of 'Running Training like a Business', NIIT's best-in-class services are focused on helping customers increase the business value of learning and development.

NIIT
www.niit.com



OPP	www.opp.com	Global	
Raytheon Company	www.raytheon.com	Global	
Saba Software, Inc.	www.saba.com	Global	IT, SCR
SumTotal Systems, LLC, a Skillsoft company	www.sumtotalsystems.com	Global	HRIS
Tata Interactive Systems	www.tatainteractive.com	Global	
The Training Associates	www.thetrainingassociates.com	Global	T&D
Vertex Solutions Group, LLC	www.vertexsolutionsgrp.com	Global	IT, HRM, T&D