

# OARBIC Engagement

How we find our top consultants,  
and get them working for you.

**How do we engage?** Our engagement process is based on trust and mutual respect. We don't 'cold call' or 'mass email', we work almost entirely by referral. We build strong relationships with IT executives and fulfill their needs as required.

When we are asked to start an engagement, we typically hold an initial meeting with all stakeholders to gain an understanding of the engagement. We also issue and sign a non-disclosure agreement.

If the project is task-related, we create a Proposal that will reflect our understanding of the task. We will document, in some detail, the work involved, the staffing required and a high-level costing. We will also submit resumes of the team we are proposing for the project.

On acceptance of the proposal we provide a contract and Statement of Work for your review and approval.

If the engagement is staff supplementation, we will submit resumes of suitable candidates for review. Once an initial selection has been made, we arrange for you to meet with and interview our consultant.

Once a resource has been accepted we issue contracts and, if necessary, Statements of Work for your review and approval.

**How do we find consultants?** Unlike most consulting companies we don't recruit consultants on the open market; instead, we have a pool of pre-approved consultants on which we can draw.

At OARBIC, all our consultants are known professionally to one (or more) of our senior managers or are known professionally to one of our existing consultants.

We have found, through experience, an interesting dichotomy which is particularly true with regards to technical people: not everyone who interviews well performs well

and even more problematic (as one can miss out on the best candidates), people who perform really well quite often don't interview well.

Our requirement is quite simple: a perspective OARBIC consultant MUST have a referral from someone that we trust and who has first-hand knowledge of the candidate's on the job' skills. We believe this is the only true way of assessing a person's ability.

We constantly increase our pool of talent by accepting referrals from our existing consultants. If we have a candidate referred to us we will meet with the person, discuss their background, establish what they're good at and perhaps not so good at and ensure that they are willing to work to our exacting standards. If they are, and all other reference checks are positive, we will then, and only then, add that person to our database.

**How do we manage our consultants?** It depends on what type of engagement we have undertaken. Our engagements vary from assignments where we have a full project team and project management responsibilities to staff supplementation roles where we will place one or two people.

For assignments where we have full project management responsibility, in addition to the normal project management meetings and reports that get produced, we have a regular 'checkpoint' meeting on a frequency of your choice (but preferably at least every other week).

For staff supplementation engagements we meet with our consultant and with you, our client, at least once a month to ensure that our consultants are getting the information they need to do the job, that they are delivering the results that you need and that expectations are being met. We're also happy to meet more frequently if desired, the choice is yours.

**Summary:** Simply put, our goal is to provide you with the right people, with the right skills, at the right time.

Using our consultants allows you to:

- Supplement your in-house staff as needed in both skill set and quantity.
- Increase / decrease your headcount at will, allowing you to better meet the demands placed on your organization.
- Stick to your core business; outsourcing your technical needs can free up critical management time.
- Provide experienced leadership to a younger team.
- Cut through politics and focus on the project / task at hand.
- Draw on our consultants' years of 'real world' experience; they understand what works and what doesn't.
- Manage your Demand Planning with consultants from OARBIC:

**The right people, The right skills, The right time.**

## OARBIC Consulting

- Business Analysis
- Business Systems Analysis
- Project Management
- Program Management
- Project Audit
- Development
- Architecture and Design



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