

## **Flexibility Made Easy With Strategic Staffing**

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Nearly every organization today is challenged to do more with less. To succeed in such an environment, flexibility is key--especially in your staffing strategy. Flexible staffing is critical for operational efficiency and adaptability. When used effectively it can help you to manage your workload, meet strategic objectives, and fill in gaps in your workforce.

### **Managing Your Workload**

#### **administrative and low priority tasks**

Boost the productivity of your core staff by allowing temporary employees to handle the administrative and low priority activities. A good temporary may even be more efficient at such tasks, allowing your staff to concentrate on more critical issues.

#### **unexpected increase in work load**

Today, many organizations are running lean only to be caught short-handed with an unexpected peak. Hiring for what could be a brief spike is risky, but so is losing sales due to decreased capacity. Don't let your efforts for efficiency hinder your opportunity for more business. Use temporary help to meet the rise in demand without committing to more permanent hires. Then take the time to make an educated decision for the long term.

#### **seasonal cycles**

Preparing for anticipated peaks can be just as difficult. Whether seasons, holidays, or other factors affect your business, adapt to demand fluctuations by bringing in extra help only when you need it.

### **Meeting Strategic Objectives**

#### **new ideas**

Before you staff up to implement a new concept, try testing your idea with temporary employees. The temporaries may be directly involved in the test, or they can be used to fill in for your permanent staff members who are working on your new concept.

#### **the unknown**

Every strategic plan is subject to some uncertainty. If the road ahead is unclear, consider using temporary staff to keep your workforce flexible. Bring in the labor and expertise when your business needs it and avoid the expense and problems caused by overstaffing.

### **expertise on short term basis**

The contingent workforce has grown to include engineers, IT specialists, and other professionals. They can be used to teach new skills to your organization without the cost of a permanent hire. Bringing in someone with specific experience can save you time and money by shortening the learning curve for a new process.

### **special projects**

Concerned about a project bringing down productivity? Bring in temporary employees to help directly or to provide support to the people working on the project. Keep daily operations running smoothly and get the project done on schedule.

## **Fill in Gaps in Your Workforce**

### **short-term need**

Relieve the stress of employee absences by bringing in temporary support in cases of illness, vacation, maternity leave, or other leaves of absence. Don't forget to prepare for the holidays. Plan for overlapping vacations and the increase in personal and sick days due to holiday stress!

### **immediate need**

Take the pressure off your hiring process by bringing in a temporary to fill in immediately. At the very least, it will allow you the time to find the right replacement. And if you're satisfied with the individual, your search may be over before it even starts!

Flexible staffing can actually bring stability to your workforce by easing the stress of peak demands, while allowing you to operate lean. The right staffing strategy can be your way of doing more with less.