



TalentBrowser for Professional Services Case Study

Gartland and Mellina Group's Success Story

Company Profile <http://gartlandandmellina.com/>

Gartland & Mellina Group (GMG) is a Management Consulting firm that brings 30 years of consulting and financial services experience gained by a staff that has held executive positions at large sell-side and buy-side firms across the industry as well as global consulting organizations. CEO Albert Mellina was a Partner at KPMG/BearingPoint for over 12 years. GMG teams with their clients as their "Trusted Advisor" and strives to support every engagement by leveraging their business knowledge with their operational and technological experiences to drive cost effective and revenue enhancing solutions.

Each practice is staffed by professionals who have extensive knowledge and experience within their domain. Any successful engagement requires a staffing mix of talents that brings together industry knowledge, technology experience, and program management capabilities. GMG's goal is to support their financial services clients with experienced, industry knowledgeable consultants who can get the job done. Their professional services discipline, strategic acumen, program management expertise, and in-depth financial services knowledge enables them to form solution sets, methodologies and implementation plans that help to achieve their clients' overall goals.

Challenges

- Professional services companies are constantly faced with the challenge of staffing their client engagements with the right resources at the right time
- Considerable effort is undertaken in defining the optimum staffing requirements, finding the right resource with the experience and track record needed for multiple lines of business
- Often they fail because they do not have the latest data, cannot confirm availability of potential resources, take too long to respond and do not have analytics to back up recommendations

TalentBrowser's Solution provided

- A robust system which enables GMG to find, qualify and position the right resources for an opportunity at the right time
- Analytics to automatically categorize, quantify and benchmark in-house and external Consultants' Roles, Skills, Experience, Location and other attributes
- Customizable Thesaurus of Financial Services nomenclature for Wealth and Investment Management, Capital Markets, Alternative Investments and Regulatory Compliance that encapsulates business intelligence
- Patented search and match technology that addresses the limitations of Boolean and Semantic
- Job Matching with full life cycle Recruitment Activity Workflow and advanced SQL Reporting

Results

- Partners and Resource Managers can quickly search to identify available In-house staff with the right skill set for an engagement
- Maximized organizational recruiting efficiency and measurable savings from decreasing Resource Manager headcount
- Increased revenue due to ability to respond to engagements faster and re-deploy in-house consultants more efficiently

CEO Albert Mellina states:

"Our firm, the Gartland and Mellina Group (GMG), is a management consulting company. Our goal is to support our Financial Services clients with experienced, industry knowledgeable consultants that can get the job done. TalentBrowser enables us to find, qualify and position the right resources, for the right opportunity at the right time. Through the use of this product, we have

positioned the right, seasoned consultants for projects at our clients including Morgan Stanley, Credit Suisse and DB. The skill sets needed were articulated by our Engagement Managers and the staff was identified by searching TalentBrowser for not only the specific requirements, but also their availability, location, reporting partner.

In some cases the right individual was currently engaged at another client. TalentBrowser enabled us to immediately identify this fact thereby allowing our partners to either continue the search or negotiate a workable solution for all parties. This product has enabled us to replace our resource managers (lower cost), place the decision making in the hands of our partners (they now have all the facts) and respond to our clients in a faster, more efficient manner (increase revenue). We highly recommend this product for any Professional Services firm.”