



ManpowerGroup™

ManpowerGroup Recognized as Leader for Third Consecutive Year in Everest Group's Recruitment Process Outsourcing Report

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MILWAUKEE, April 29, 2013 /PRNewswire/ -- [ManpowerGroup](#) (NYSE: MAN), the world leader in innovative workforce solutions, announced today that it has been recognized as a Leader for the third consecutive year in the Everest Group PEAK Matrix published in the April 2013 report "[Recruitment Process Outsourcing \(RPO\) — Service Provider Landscape with PEAK Matrix Assessment](#)". As the three-time Leader in the PEAK Matrix, ManpowerGroup is unequivocally the top global RPO solutions provider.

(Logo: <http://photos.prnewswire.com/prnh/20120607/AQ20399LOGO-c>)

The Everest Group PEAK Matrix rated 25 of the industry's leading service providers through its comprehensive evaluation framework. Based on specific criteria including market success, scale, scope, technology capability, delivery footprint and buyer satisfaction, the report categorized the providers into Leaders, Major Contenders and Emerging Players.

"ManpowerGroup continues to lead the field with its ability to leverage its recruiting experience through its global footprint," said Rajesh Ranjan, Vice President, Business Process Outsourcing Research, Everest Group. "New this year was added insight into the client experience, an additional point of strength and differentiation for ManpowerGroup. In some regions, RPO continues to grow in maturity and adoption, and in other markets, particularly Latin America, ManpowerGroup has a dominant presence both in terms of breadth and scale of services."

ManpowerGroup achieved top quartile performance in the Everest Group assessment, receiving the top ranking among providers based on its flexible and scalable RPO delivery capability and market success. Moreover, the report shows that ManpowerGroup held the largest market share among all providers for large markets and mid-markets in 2012.

"We are pleased to again receive recognition from Everest Group for our market success and delivery capability," said Kate Donovan, ManpowerGroup Solutions, Global RPO President. "Uncertain market conditions combined with a shortage of talent have made employers' needs increasingly complex. Globally, employers need the highest quality of talent delivered with a superior candidate experience as well as process efficiency. This requires strong capability and flexibility to create sophisticated solutions. With an extensive global network and a deep understanding of local markets, ManpowerGroup Solutions delivers the best talent at a predictable cost to alleviate the pressure clients feel when it comes to talent acquisition strategies."

Donovan was recently named to the newly created role of Global RPO President for ManpowerGroup Solutions. This expanded RPO leadership role is a reflection of how the human capital solutions market has evolved, with companies taking a strategic view of their global workforce needs and associated costs. She will continue to strengthen ManpowerGroup's RPO footprint and delivery capability, and focus on the innovation required by its global client base.

"ManpowerGroup recognized the emergence of RPO in its early stages, mobilized teams worldwide to support the offering, and today we have a sophisticated global RPO practice," said Jonas Prising, ManpowerGroup President. "ManpowerGroup's consistent exceptional performance in the Everest Group PEAK Matrix is a reflection of our strong RPO capabilities and Kate's leadership of RPO globally. RPO is one of our strategic focus areas, and we continue to invest and innovate to ensure our global RPO leadership position."

The report also offered a comparative share analysis of the RPO service providers within different geographic regions, based on the number of deals and number of hires in each region. According to the report, ManpowerGroup is among the top providers in North America, Latin America, Asia Pacific and the EMEA region. More information about the Recruitment Process Outsourcing — Service Provider Landscape with PEAK Matrix Assessment is available [here](#).

New White Paper Helps Employers Know When to Build, When to Buy Needed Skills

Additionally, ManpowerGroup Solutions today released the white paper, "Recruiting a Competitive Workforce: Should Needed Skills be Built or Bought?" Developing a long-term competitive workforce is more complicated than ever as the global talent mismatch persists. Recognizing that certain skills are in short supply, it is important for organizations to create a long-term talent strategy that addresses what skills are needed and how the people with those skills will be brought into the organization.

Leveraging expertise from relationships with RPO clients worldwide, ManpowerGroup Solutions outlines the fundamental factors that contribute to building a competitive workforce and a guide for determining the build versus buy model for recruiting the right talent to grow an organization. The paper includes strategies for building a competitive workforce and key considerations for determining when to build or buy needed talent.

To download the paper, click [here](#).

About ManpowerGroup Solutions

ManpowerGroup Solutions provides clients with outsourcing services related to human resources functions, primarily in the areas of large-scale recruiting and workforce-intensive initiatives that are outcome-based, thereby sharing in the risk and reward with our clients. Our solutions offerings include Talent Based Outsourcing, Managed Service Programs, Borderless Talent Solutions and Recruitment Process Outsourcing, where we are one

of the largest providers of permanent and contingent recruitment in the world. ManpowerGroup Solutions is part of the ManpowerGroup family of companies, which also includes Manpower, Experis, and Right Management. More information about ManpowerGroup Solutions is available at www.manpowergroupsolutions.com.

About ManpowerGroup

ManpowerGroup™ (NYSE: MAN) is the world leader in innovative workforce solutions that ensure the talent sustainability of the world's workforce for the good of companies, communities, countries, and individuals themselves. Specializing in solutions that help organizations achieve business agility and workforce flexibility, ManpowerGroup leverages its 65 years of world of work expertise to create the work models, design the people practices and access the talent sources its clients need for the future. From staffing, recruitment, workforce consulting, outsourcing and career management to assessment, training and development, ManpowerGroup delivers the talent to drive the innovation and productivity of organizations in a world where talentism is the dominant economic system. Every day, ManpowerGroup connects more than 630,000 people to work and builds their experience and employability through its relationships with 400,000 clients across 80 countries and territories. ManpowerGroup's suite of solutions is offered through ManpowerGroup™ Solutions, Manpower®, Experis™ and Right Management®. ManpowerGroup was named one of the World's Most Ethical Companies for the third consecutive year in 2013, confirming our position as the most trusted brand in the industry. See how ManpowerGroup makes powering the world of work humanly possible at www.manpowergroup.com. Follow ManpowerGroup Chairman and CEO Jeff Joerres on Twitter: [Twitter.com/manpowergroupj](https://twitter.com/manpowergroupj)

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