

## Business Case

Have the program goals been identified and measures of success defined? Is this aligned to the company strategy?	Who is responsible for delivery of the business case and gaining leadership buy-in?	Is there a standard format within your organization for presenting a comparable global business case of this size, scope?	What categories of labour/services are in scope and out of scope? Why?	Has your desired program been benchmarked against other global internal programs of similar composition, size and scope?	Has the effort required to implement the project (e.g., size, geographic scope, cost) been determined and quantified domestically and internationally?	Does the business case address the impact on the internal business units (IT, Security, HR, Procurement, etc.)?
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## Change Management Initiatives

What is the level of experience of the organization with comparable complex global implementations? (and in what categories?)	What is the level of leadership, support (buy-in) and in what operational areas for this initiative?	Does your company culture engage new initiatives on a voluntary or mandated participation?	Has the level of estimated Change Management been assessed? Has an internal Change Management team been engaged?	Is there a strategy to address each global location?	Is there a communication strategy for the executive sponsors, key stakeholders and end-users?
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## Current State & Landscape

How well do you understand your current and projected global supply and demand of Talent/labour?	How accurately can you report and forecast spend by category and geography?	How well are processes documented for contingent labor acquisition and utilization for each labor market globally?	What data is currently utilized and what would you like to have to more effectively manage your contingent labor needs?	Has a resource strategy been established for ongoing governance, implementation and operational phases?
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## Compliance & Governance

Have you identified the breadth of subject matter experts needed (Legal, HR, AP, etc.) and their availability?	How does your company ensure compliance to new programs?	Do you have the means to understand the complexity of the global employment laws and cultural norms that will impact solution design and delivery?	Do you have different internal processes for the purchases of software and services? Have you determined if you are buying one or both?
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