

Scott A. Bolman,
Guest Editor

Scott Bolman is a director with BearingPoint's Human Capital and Strategic Change practice. He leads the HR Transformation group within the practice and has worked in a variety of roles in the HR field, including Consulting, Outsourcing, and Corporate IT and HR. He has led numerous strategy, service delivery and technology projects, and has expertise across a broad array of HR and IT Functions. He is currently working with a large pharmaceutical client as they transition their global HR function to an outsourcing provider.

Welcome to this issue of *IHRIM.link*! This is my first time as a guest editor for the magazine, and as with most new things, it certainly got me out of my comfort zone. I volunteered for the Editorial Committee a couple of years ago and “got my feet wet” as a department editor for an issue in 2008. Now, in this issue, I got to “dive into the deep end” and work with several authors and organizations as we put the issue together. As we all know, nothing like this happens without the help of many people. My fellow Editorial Committee members were a big help, and my department editor, Yvette Cameron, came through with some excellent department articles. Of course, thanks go to all of our authors as well.

Before I jump into describing this issue, I'd like to encourage those of you who enjoy reading this magazine to volunteer for the Editorial Committee. It's a great way to get more involved in IHRIM, meet some great people, and hear about the new and exciting trends in our industry – usually ahead of the curve!

The theme of this issue is “Alternatives in Service Delivery: Outsourcing/Insourcing/Hosting” and we've lined up four feature articles that provide insight into how the landscape for delivering applications is evolving. We have never had more options to choose from, and knowing the advantages and disadvantages of each option is critical in deciding how to manage our application portfolios over the next several years.

In our first feature article, Mark Trepanier provides a foundation for our discussion with his aptly titled “The Sourcing Strategy – There's More Than One Way to Do This!” Mark describes the various sourcing models and puts forth a process for selecting the one that will work for you. From defining a sourcing strategy to a very helpful “decision tree,” Mark's insight into the world of sourcing is very compelling.

In our second feature, Terrence McCrossan takes us on a journey to “Discovering the Distinct Benefits of Human Resources Outsourcing.” He provides a list of “Best Practices in Outsourcing” and concludes with a case study high-

lighting a real-world success story for one university's journey into the world of HR outsourcing.

Jason Corsello and Andy Gebavi help us see more clearly by “Lifting the Fog around SaaS, Hosted and On-Premise Delivery Models for Talent Management and Human Capital Management Solutions.” In this article, we once again explore various models and their advantages and disadvantages. Near the end of the article is a helpful graph showing a cost comparison of three different delivery models.

Finally, Patrick James and Robin Hungerford, Ph.D., explore the technical challenges of Recruitment Process Outsourcing (RPO) in their feature article “Integrating Technology into a RPO Strategy.” As part of this article, the authors identify a top 10 list of technology considerations, which might be described as “what keeps a RPO technologist awake at night!”

Before signing off, I want to extend many kudos to my department editor, Yvette Cameron, for coming up with department articles that complement the feature articles very nicely. In the “New in the Market” department, you will meet Ashok Bildikar, an “HRO Superstar” from Caliber Point. In “Tech Notes,” frequent contributor Roy Altman helps us “avoid gotchas” during those implementation projects. A. G. Lambert reminds us in “Functional Focus” that having choices is really the best place to be. Our “Executive Corner” explains how one pharmaceutical company has moved HR into the front office. And you'll get the “global view” on outsourcing as you review the results of a recent insider's survey on European HRO.

Well, I hope you like the issue. As I said upfront, this was my first time as guest editor and I have to admit, it was much easier than I thought it would be. For those of you out there who are aspiring authors or editors, we have a place for you at IHRIM. Whether it's in the *IHRIM.link* or in the *IHRIM Journal*, there are places for you to share your thoughts and perspectives on the challenges of our industry. And, as always, please drop us a note with your feedback about *IHRIM.link* – it's the only way we can make the publication better.