

4 Ways to maximise your value from Professional Contractors.

1

PREPARATION



- Even though contractors are paid a premium rate, they often work out less expensive than your permanent hires.
- Contractors provide most value when addressing a specific challenge. Even as long term cover for a missing permanent executive, set progress goals rather than just seeking stable state. Leverage your contractors' prior experience to release benefits and gains from other environments.
- Consider aligned projects that they can contribute to, even on a light touch basis.

3

INDUCTION



- Provide formal induction for contractors as you would permanent employees. Help them to quickly assimilate your purpose and culture.
- Contractors are expected to hit the ground running. Explore ways and people you can turn to, to hot house their understanding of your formal and informal practices.
- Keep talking with the contractor during their assignment about their integration and key relationships to ensure their progress.

2

CLEAR MILESTONES



- Work with the contractor at the outset of the programme to ensure full and transparent grasp of the contracting brief. Plan this discussion well.
- Having a clear set of goals to work to is essential for any contractor, including those brought in to provide cover for an absent executive or specialist. Ask the contractor to set draft one of these to evaluate their understanding of the brief.
- Continually monitor the contractor's progress against milestones and provide feedback throughout.

4

COMMUNICATION



- Communicate clearly to all relevant stakeholders, that the contractor is starting and what you expect to achieve as a consequence of this investment.
- Outline to all stakeholders the resources to be allocated, relationships to be formed and the accountability that will apply to the contractor.
- Create a detailed off-boarding plan for the contractor, involving a permanent employee, that maximises learning and protects your IP.

Impactful Contractors.