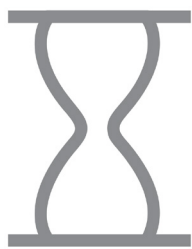




A SCHAEFFLER CASE STUDY

MME OFFERED A STREAMLINED APPROACH AFTER NUMEROUS SUPPLIERS CREATED CHAOS WITH FLUCTUATING PRICES, DISORDERLY SERVICE AND UNPREDICTABLE OUTCOMES

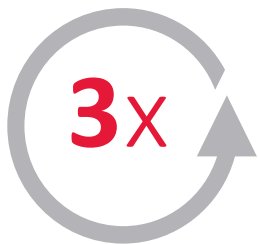
KEY RESULTS



Long term retention with mme placed candidates averaging a **9.8 year tenure**



The supply of local staff has driven a sense of community within the business



3x more likely in finding the right person with the 'boss' matching a key success factor for Schaeffler



mme's market knowledge provided Schaeffler with insights for strategic decision making

Schaeffler are a world leading OEM with 30,000 staff globally. The Australian division is headquartered on the Northern Beaches & they required an overhaul of their recruitment supplier program & investment in key sourcing areas.

MME'S METHODOLOGY, LOCAL PRESENCE & EXPERTISE CONTINUES TO SUPPORT ALL ASPECTS OF RECRUITMENT

mme is dedicated to the local employment space, offering access to top-quality professionals through their unique Job, Boss, and Culture matching methodology. Each professional is meticulously screened to ensure a good fit. With their deep market knowledge, mme shares valuable insights with their business partners, enabling informed and astute decision making.



CHALLENGE

Schaeffler faced a pressing challenge marked by significant attrition rates, predominantly stemming from issues related to candidate location, quality, and internal management practices. Within their organisation, a multitude of suppliers operated with inconsistent service standards and pricing models. Managers, at their discretion, were selecting their own providers, and the global office was often out of touch with the specific needs, challenges, and opportunities within the Australian market.



SOLUTION

Recognising the need for a more streamlined approach, a rigorous quality process, and the capability to attract local talent, Schaeffler turned to mme. Mme's approach encompassed a profound understanding of the local employment landscape, underpinned by their unique Job, Boss, and Culture matching methodology. Beyond recruitment, mme's expertise extended to enhancing performance across diverse sectors, providing valuable market insights for strategic decision-making, and uncovering the essential requisites to ensure potential hires aligned with management styles and team culture. Schaeffler sought a comprehensive transformation of their recruitment supplier programs, and mme emerged as the ideal solution.



RESULTS

Mme's consultative approach yielded a substantial impact, resulting in the recruitment of numerous professionals across middle and senior management roles in departments spanning IT, Engineering, Supply Chain, Marketing, HR, Customer Service, and Operations. Mme's advocacy for Schaeffler was born out of a thorough fact-finding mission that delved into the core objectives of each department. Remarkably, 17 years later, mme's partnership has delivered consistent long-term retention, account stability, the creation of a local workforce community, and continued selection as the preferred provider in each service review term. Mme's enduring success stands as a testament to their unwavering commitment to Schaeffler's needs and their ability to facilitate astute decision-making.

CRITICAL SUCCESS FACTORS

- Quality professionals presented every time
- A broad spectrum of professions recruited across middle and senior management
- 9.8 year average tenure of mme placed professionals
- mme's passive job seeker attraction program
- Strong two-way relationship allowing for candid conversations about managers and candidates, and understanding of the micro-cultures within the business
- mme's Job, Boss and Culture methodology continually aligning successful hires
- A consultative approach meant mme was embedded into Schaefflers' direction.
- Knowledge and advice provided influenced strategic decision making
- Local staff driving sense of community in the business



Recruitment partnership **spanning 17 years**. Trusted business relationship with re-selection every service review term.



mme's methodology means Schaeffler is **3x more likely** to find the right person ensuring a Job, Boss and Culture **MATCH**.



When working with mme they understand the culture here at Schaeffler but they also understand how I operate as a leader, and have made that connection with the prospective employees. Their approach is personalised and fits really well with what we are trying to achieve here at Schaeffler.
- Warren Barnett, General Manager Automotive

To discuss how the mme team can support your recruitment activities, please contact us on:

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