



Fortune 500 manufacturing conglomerate spins off \$2 billion security technology division


Our Client's Challenge:

In December 2012, Ingersoll Rand, a Fortune 500 diversified industrial corporation headquartered in Davidson, NC, announced an upcoming plan to spin off their security technology sector into a new company to be headquartered in Carmel, IN. The new company would be called Allegion, and would employ almost 7500 employees by December 31, 2013. As the excitement from the announcement settled, Ingersoll Rand's talent acquisition leaders recognized a major challenge lay ahead. In addition to transitioning over 7200 current employees to Allegion, 220 new positions needed to be filled between August and December 2013. To manage this effort while continuing to support their existing workload, Ingersoll Rand selected Cornerstone RPO (CRPO) as a partner to tackle the talent acquisition challenges ahead.

The Cornerstone RPO Solution:

Cornerstone RPO's project-based solutions supports the need to hire large numbers of people in short periods of time. CRPO built the team based on the functional areas requiring support (IT, Sales, Operations, Supply Chain, Finance/Accounting, Engineering) and identified full lifecycle Recruiting Consultants, Sourcing Consultants, and Recruiting Coordinators with the experience to excel in this environment. Executive oversight was provided by a CRPO Principal, with day-to-day management responsibilities falling to a CRPO Senior Program Manager. The team then travelled as needed to participate in hiring strategy meetings. During these meetings, all hiring processes and procedures were designed and implemented. In August 2013, CRPO began conducting intake meetings with the hiring managers, with sourcing and screening of candidates following shortly thereafter. Our consultants worked within Ingersoll Rand's applicant tracking system and became an extension of their internal recruiting team, ensuring a seamless experience for every candidate. We identified several key recruiting metrics and tracked those throughout the engagement. Updates were completed weekly through December 2013 via conference call.

The Cornerstone RPO Delivery:

Allegion went live on December 31, 2013 with Cornerstone RPO successfully filling 98% of all new and approved positions in time for launch. As directed by the new Talent Acquisition Director at Allegion, Cornerstone RPO has been retained to provide Recruitment Process Augmentation services in tandem with Allegion's internal team. Thus far through 2014, this blended team has hired 423 additional employees for Allegion in the Americas. 

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