CASE STUDY

Strategic Staffing Partnership Driving Operational Efficiency in Global Aviation

CLIENT OVERVIEW

A global leader in the airline industry, this client operates the world's largest airline by passenger traffic. With a network spanning domestic and international markets, a fleet of modern aircraft, and a commitment to technological innovation, the company connects millions of travelers worldwide every year.

We have been a trusted Tier 1 talent and IT services partner for more than 25 years, delivering customized strategic talent solutions directly, and also through Allegis (MSP) and Fieldglass (VMS). Over this time, we have supported them through multiple CIO transitions, bankruptcy, mergers, and significant technology transformations.

CHALLENGE

The client launched a major strategic initiative known as "**Go-Wide**" to expand its international route network, modernize its fleet, and improve operational efficiency.
Key business needs included:

- **Accelerating Time-to-Hire**: Reducing delays in staffing critical technical roles.
- **Improving Candidate Quality**: Eliminating wasted time on unqualified candidates who failed technical benchmarks.
- **Scaling Delivery Capability**: Building and deploying multiple, highly skilled squads for large-scale initiatives.
- **Supporting Long-Term Talent Retention**: Enabling high-performing consultants to convert to full-time employees.

AT A GLANCE

SERVICES PROVIDED

- Strategic IT Staffing
- Customized Technical Screening Process
- Large-Scale Agile Squad Deployment
- Conversion-to-Hire Program

SKILLSETS PROVIDED

- Software Engineers
- Project Managers & Business Analysts
- Systems Architects
- Infrastructure Specialists
- Data & Analytics Experts

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> The program has been a huge success and it has morphed several times through the years. Talent Groups has adapted and been a major part of the success of the program.
>
> **Principal,
> IT Vendor Management**

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TALENT
GROUPS

CASE STUDY

TALENT GROUPS' APPROACH

Talent Groups partnered directly with technical leadership at the Managing Director and Director levels to deeply understand the client's business objectives and staffing pain points.
Our solution included:

- **Customized Technical Assessments:** Developed in collaboration with senior client SMEs to ensure resources met exact technical standards before submittal.
- **Agile-Based Deployment Process**: Designed to drastically reduce resource deployment cycles while maintaining quality.
- **Scalable Talent Deployment:** Built and delivered multiple squads of specialized consultants to support Go-Wide initiatives.
- **Conversion Support:** Structured contracts and pathways to facilitate consultant-to-employee transitions.

IMPACT & RESULTS

This partnership delivered measurable results during the Go-Wide initiative and reinforced a 25+ year client relationship:

- **Rapid Scale-Up:** At the height of the initiative, nearly 130 consultants were deployed.
- **Improved Hiring Efficiency:** Time-to-Onboard cycles were significantly reduced, resolving a major operational pain point.
- **High Conversion Rate:** Approximately 35% of consultants successfully converted to full-time employees.
- **Project Oversight:** Provided multiple development leads and project management resources to ensure the project timelines and milestones were achieved within budget.
- **Program Longevity & Adaptability:** Talent Groups supported the client through multiple CIO transitions, technology evolutions, and organizational changes, remaining a Tier 1 vendor throughout.

CONTACT US

See how Talent Groups delivers high-performance teams to accelerate large-scale transformation initiatives.
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