



BENTLEY MOORE EXECUTIVE

Teams of Resources



**Staff Augmentation
Teams of Resourcing Services**

Staff Augmentation – Teams of Resources Service

Introduction

All organisations deliver both Business-as-Usual (BAU) and Transformation activities.

BAU is typically managed by permanent staff operating within established business functions, while Transformation is driven through discrete projects and programmes designed to achieve strategic change.

In many cases, organisations encounter gaps in people, skills, and experience. Internal teams may not have the full capability required to deliver business objectives, or they may lack the available capacity to meet demand. As a result, external resourcing becomes essential to maintain continuity and deliver key outcomes.

Our 'Staff Augmentation Teams of Resources Service' offers a flexible and targeted solution to this challenge. It provides organisations with the ability to deploy ready-made teams of skilled professionals who can integrate seamlessly into existing structures, strengthen delivery capability, and achieve defined objectives across any domain, organisation, people, technology, process, services, operations, efficiencies, supplier management, legal compliance, procurement, contract, or commercial.

This approach gives organisations access to a cohesive, high-performing team capable of delivering measurable results, without the cost and delay associated with traditional recruitment or the fragmentation of multiple contractors.

Staff Augmentation – Teams of Resources

The Teams of Resources Service provides groups of skilled professionals assembled to deliver specific outcomes within an organisation. Each team is formed based on the precise requirements of the client and may include a blend of disciplines such as project management, business analysis, technical expertise, service management, commercial and supplier governance, finance, and communications.

These teams operate as integrated delivery units, aligned to the client's objectives, culture, and ways of working. They can be embedded within an existing function or deployed to drive an independent project, programme, or operational workstream.

The service provides flexibility to scale resources up or down as business needs evolve, ensuring agility and efficiency without long-term commitment.

The Challenge

Scenario 1: Private Sector – BAU and Transformation Resource Deficit

Consider the following scenario, a large private sector organisation within the insurance services industry initiated a major IT outsourcing and transformation programme. The initiative involves transitioning approximately 50% of its internal IT services, including application development, hosting, and infrastructure, to an external provider. This also required the novation of contracts, supplier renegotiation, and the design of new governance and service management structures.

At the same time, the company experienced short-term resourcing pressures within its operational business units. Several key delivery roles became vacant due to staff turnover and the reallocation of internal personnel to the transformation programme.

The resulting impact was a dual deficit: operational teams were stretched beyond capacity, while the transformation effort lacked the necessary specialist skills in contract management, service integration, and supplier governance.

The absence of coordinated team-based resourcing led to delays, increased costs, and loss of stakeholder confidence. Programme delivery dates began to slip, service quality declined, and unplanned overtime costs escalated significantly.

Without access to an external, cohesive team of professionals, the organisation risked both its BAU stability and the success of its transformation programme.

The consequent impacts would include: cost impact exceeding initial forecasts, detrimental operational impact, additional cost and time to rectify, diminished expected business benefit, negative impact supplier relationships began to suffer due to inconsistent governance and communication.

Scenario 2: Public Sector – Multi-Year Policy and Legislative Transformation

A major public sector department launched a multi-year change programme to implement new policy-driven legislation. The change programme required the design and delivery of new IT systems, data architecture, applications, and processes, as well as the creation of a new operating model to support ongoing service delivery.

The department's permanent staff possessed strong operational and policy experience but lacked the transformation, delivery, and technology expertise needed for such a complex initiative. Key capability gaps included programme management, enterprise architecture, data migration, service transition, procurement, and supplier performance management.

Recruiting additional permanent staff was not viable given the temporary nature of the programme and the rapid mobilisation required. The lack of specialist resources led to slippage in early programme milestones, rising costs, and reduced stakeholder confidence. Without an experienced external delivery team, the department risked missing statutory implementation deadlines, attracting negative public scrutiny, and breaching governance requirements.

The absence of an integrated team capable of managing multiple workstreams coherently resulted in fragmented delivery, duplicated effort, and inefficiencies that affected both financial performance and service quality.

How We Can Help

We have extensive experience in providing Teams of Resourcing Services to clients across both private and public sectors.

Our model is designed to deliver the right blend of skills, structure, and leadership to strengthen delivery performance and ensure outcomes are achieved efficiently and reliably.

We work with our clients to understand their strategic objectives, delivery context, and existing capability. Based on this understanding, we assemble high-performing teams that align seamlessly with the client's culture, governance, and operational priorities.

Our approach delivers value through:

1. **Rapid Mobilisation** – We can deploy pre-qualified, multi-disciplinary teams at pace to meet immediate delivery needs.
2. **Tailored Composition** – Each team is designed around the specific requirements of the engagement, combining complementary expertise across functions and disciplines.
3. **Integrated Delivery** – Teams are structured to work within the client's governance model, ensuring accountability, visibility, and consistent performance.
4. **Scalability** – Resource levels can be adjusted flexibly as project phases progress or business needs evolve.
5. **C-Suite Advisory** – We advise executives on the most cost-effective, low-risk approach to securing and managing external teams, ensuring strategic alignment and optimised value.

Our teams can support a wide range of business functions and delivery contexts, including:

- Strengthening BAU operations facing short-term capacity gaps.
- Supporting transformation programmes requiring coordinated, multi-disciplinary expertise.
- Delivering specialist workstreams such as service transition, supplier management, and change management.

Through our Teams of Resourcing Service, clients gain immediate access to the skills and experience they need to achieve outcomes efficiently and with confidence. The model ensures delivery continuity, reduces operational risk, and optimises cost control while maintaining strategic focus.

Conclusion

The pace and complexity of modern business demand flexibility, agility, and access to skilled teams that can deliver at speed. Our Staff Augmentation – Teams of Resources Service provides clients with this capability, offering cohesive, ready-to-deliver teams that can strengthen BAU functions or drive transformation programmes from within.

By integrating seamlessly with internal operations and aligning to organisational goals, our teams enable clients to deliver confidently, efficiently, and without disruption.



Staff Augmentation Teams of Resourcing Services

Whether supporting ongoing operations or executing large-scale change, we ensure that the right people, structure, and governance are in place to achieve successful, sustainable outcomes

Bentley Moore Executive

We are Bentley Moore Executive, we are here to lead, advise, assist and provide you with Staff Augmentation Teams of Resourcing Services.

Contact Us

Should you wish to discuss any of your requirements and how we can help you, you can contact us as follows:

0333 012 9079

info@bentleymoore.co.uk

www.bentleymoore.co.uk/services

Our Services



C-Level Advisory



Transformation



Professional
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Staff
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Troubleshooters



As a Service
Solutions



Website Services



Contact Details



Jason



Dave