

SourceNow | A Workforce Strategy Company

BUILD THE WORKFORCE MODEL FIRST. LET TECHNOLOGY MAKE IT WORK.

TECHNOLOGY • ANONYMIZED CLIENT CASE STUDY

Connected

Year-over-year savings achieved on \$40M annual spend
Client: A global logistics and distribution organization
Status: Achieved

SourceNow's five operating principles: Governance & Policy • Visibility • Rate Standardization • Scalability • Invoice Control.

THE BUSINESS CHALLENGE

Large enterprises can accumulate external technology labor through different hiring managers, locations, suppliers, and approval channels. When each area has its own way of engaging contractors, growth becomes harder to govern. Adding a VMS without addressing the underlying operating model risks digitizing fragmentation.

SUPPLIER SCALABILITY AS A DESIGN REQUIREMENT

The program was structured to support broader supplier participation and consistent supplier governance, rather than relying on disconnected relationships. That makes it easier to expand access to talent while preserving common operating rules.

WHAT SOURCENOW CHANGED

In a real enterprise client engagement, SourceNow helped design the business model and workflows before relying on technology to enforce them. The work centered on defining how requests move through the organization, who approves engagements, how suppliers participate, and how the program can expand supplier capacity as needs change.

TECHNOLOGY SUPPORTING THE STRATEGY

SourceNow VMS was positioned to support the business model: requisitions, approvals, supplier distribution, workforce visibility, and financial workflows should reflect the operating decisions made by the organization. This is the difference between buying a platform and architecting a program.

THE STRATEGY

Technology does not create a workforce strategy. The strategy defines the rules, accountability, and intended outcomes; the VMS gives those decisions consistency and scale.

WHAT LEADERS SHOULD ASK

Are we selecting a platform because it is adjacent to our HRIS, or because it supports the operating model we need? Can we describe the future-state process before a software demonstration begins?

THE SOURCENOW ECOSYSTEM

SourceNow VMS provides technology and intelligence. SourceNow MSP brings strategy, execution, and ongoing supplier governance. SourceNow Marketplace adds a supplier-discovery channel where appropriate. The objective is one coordinated workforce strategy, not disconnected software and services.

PUBLICATION AND SUBSTANTIATION NOTE

The client name is intentionally withheld. Outcomes and engagement details are based on information supplied by SourceNow leadership and have not been independently audited in preparation of this article. Obtain internal approval of figures, timing, client anonymity, and contractual publicity restrictions before public release.

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