

## Case Study

# Talent Acquisition Blueprint and Project Support

### Introduction

Our client, a leading cloud based software organization, was seeking a Recruitment strategy firm to transform and optimize their Talent Acquisition function. The Talent Company was engaged to provide an end-to-end solution including a blueprint that would allow their organization to be better equipped to attract, select and hire top talent across North America.

The core set of deliverables included complete stakeholder discussions, providing an early list of recommendations, complete external benchmarking and the delivery of a set of prioritized recommendations all outlined in a blueprint that this client will use to improve its organizational Recruitment capability.

### Our Solution

#### **Our solution included the following key deliverables:**

- Review and assess the current Recruitment Function and organizational culture.
- The delivery of a detailed client blueprint outlining how to better attract, select and hire top talent.
- Continue to act as an advisor to the EVP of HR and members of the Executive team.
- Provide ongoing Recruitment Advisory and Program development support including the development and delivery of Hiring Leader Recruitment Training, a Social Media Branding and Recruitment campaign,

enhanced Employee Referral Program, and an analysis of Recruitment technology and tools to enable a more effective and efficient talent acquisition model.

#### **An overview of the main components of our Blueprint**

- Talent Acquisition Readiness assessment.
- Summary of Recruitment stakeholder feedback.
- Recruitment Benchmarking of industry and non-industry leaders.
- Current Recruitment state analysis.
- Sector comparative analysis.
- Employment brand analysis.
- Social Media employment brand review.
- Career Site employment brand analysis.
- Recruitment functional platform enablers.
- Prioritized blueprint recommendations.
- Detailed blueprint recommendations.

The Talent Company achieved success in implementing a recruitment solution that addressed the needs of our client. We continue to provide advice and recruitment project support to this client.

The Talent Company is a consulting firm that specializes in human resources solutions. We enable organizations to achieve superior business results through the strategic acquisition, management and elevation of talent. Our organization is comprised of leading human resources, compensation, talent, recruitment, and leadership experts with proven track records of consulting and corporate success.

For more information about The Talent Company, [click here](#) or visit us on social channels:

