

Alumni Program Case Study

Introduction

Our client, an international Fortune 100 company with a variety of businesses and operations around the world, engaged The Talent Company to help identify an appropriate model to engage and attract former employees back into their organization.

The vision of this new model was to develop a stronger communication channel with former employees, re-establish connections, provide access to new, qualified talent pools, and ultimately reduce the cost of recruitment.

Our Solution

A blueprint that not only serves to re-engage “boomerang” hires but also provides a platform to promote alumni referrals, generate new business, capture competitive and industry intelligence, retain critical organizational knowledge and rebuild stronger, long-lasting business relationships.

Our approach to delivering this customized Global Alumni blueprint included:

- A comprehensive project plan that included a stakeholder engagement strategy and communication tools that enable program sustainability and alumni participation.

- As-Is and To-Be framework outlining existing infrastructure, programs, policies, tools etc. and mapping them to a high level conceptualized state.
- Best practice research and competitive intel analysis to determine industry exemplar models, lessons learned and associated technology being used.
- Program design including recommended policies/policies, eligibility governance, technology considerations and organizational engagement strategy.
- Socialize the Alumni strategy and obtained stakeholder feedback during the project vetting session.
- Creation of a communication plan which included templates designed to inform, engage, promote positive change and ensure viability of the Alumni program.
- Acted as trusted counsel and subject matter expertise during program implementation.

Today, The Talent Company continues to provide implementation guidance and support for this global Alumni program.

The Talent Company is a management 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.

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