

Case Study

Proactive Candidate Recruitment

Introduction

Our client, a global Financial Services firm, selected The Talent Company to work with their organization to help transition their recruitment function from reactive and outdated to proactive and appropriate to keep up with forecasted demand.

The final deliverable included a blueprint that would help re-define how recruitment is conducted including process re-design, role re-definition/team structure, re-defining key metrics and SLA's as well as providing strategic advice throughout the implementation phase.

Our Solution

Our Recruitment Capability consultants worked closely with this client to deliver a customized solution that included:

- Intake discussions with key stakeholders to ensure a deep understanding of company culture, any recruitment nuances and scope validation.
- Best practice research conducted to provide relevant reference points, bench marking data and insights into how other organizations leverage candidate sourcing.
- Creation and delivery of a detailed blueprint that includes:

- Recommendations, a go-forward model and a detailed outline of how to best evolve.
- Foundational wireframe (resources, roles, technology and tools).
- Detailed role profiles and accountabilities.
- End-to-end process maps.
- Change Management plan.
- Stakeholder engagement strategy.
- A plan to incorporate new workforce planning & talent pipeline capabilities.
- Recommendation of key metrics to effectively measure the performance of the function and the recruitment team.

The Talent Company provided our client with a customized blueprint and ongoing support throughout the successful implementation of their new recruitment model.

The Talent Company is a management consulting firm that specializes in human resources solutions. We work closely with our clients to develop, optimize and innovate their recruitment and talent practices. Our organization is comprised of leading human resources, compensation, talent, recruitment, executive coaching and leadership experts with proven track records of consulting and corporate success.

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