

## Case Study

# Recruitment Capability Assessment

### Introduction

With concerns of attrition, limited recruitment resources, and a leadership team set on acquiring a number of hard to find professionals within a short period of time, our client, a large public utility based in Ontario, Canada required the counsel of talent experts.

The Talent Company was asked to review current recruitment practices, provide additional focus to sourcing channels, and provide a blueprint to help our client evolve to a more effective recruitment function.

### Our Solution

The Talent Company's Recruitment Capability Assessment™ is a customized solution that provides our clients with an understanding of existing talent gaps, an overview of deficiencies against industry benchmarks, and a list of prioritized recommendations to evolve towards a more progressive state.

Our approach to delivering a customized solution for this public utility client:

- Key intake discussions to understand organizational readiness, structure, people, processes, programs,

technology, and policies across the recruitment function.

- A comprehensive Maturity Ranking that outlines industry trends and best practices against our capabilities, strengths, and areas of improvement.
- A recruitment blueprint with prioritized recommendations outlining short, medium and long-term tasks that will help the client evolve and attract talent more effectively.
- Transition support and leadership advice throughout the change process and evolving to the new model.

The Talent Company delivered and exceeded client expectations on every aspect and phase of this project. We continue to provide support and assessment related activities for other HR initiatives.

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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