



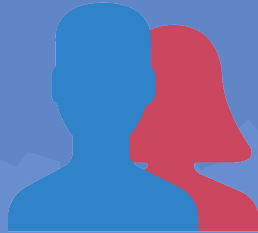
TALENT PIPELINE INTELLIGENCE

OVERVIEW & CASE STUDIES



THE PROACTIVE APPROACH TO TALENT ACQUISITION

WHAT

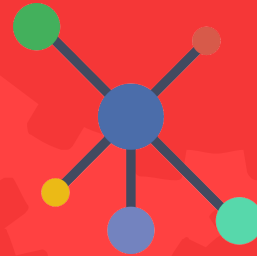


Proactive talent sourcing creates and maintains critical pipelines for short, medium and long-term talent needs

This approach is confidential and allows organizations to discreetly engage with the external talent market

Through a process called *socialization*, candidates are introduced to the business ahead of live recruitment needs

WHY



To reduce reliance on search firms

To increase depth, quality and diversity of talent available

To minimize time to hire

To improve employer brand across the external market

To implement a strategically-led talent acquisition model that anticipates risk scenarios

BENEFITS



Cost savings gained through the removal of large placement fees

Improved internal relationships developed by providing a more efficient acquisition process and improving employee tenures for successful placements

Competitive advantage gained by successfully identifying and engaging top talent in highly competitive global markets

HOW OUR PIPELINE PROCESS WORKS



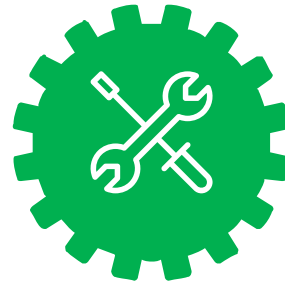
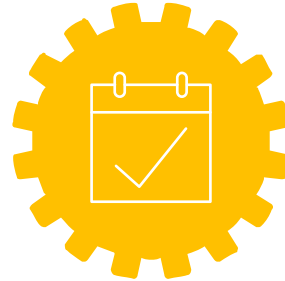
THE STRATEGY

Proactive Talent Pipelining engages external talent for hard to fill roles ahead of time, moving organizations away from a reactive approach to senior level recruitment.

The recruitment and pipelining phase of a project with Talent Intelligence will typically involve the partnership of our sourcing team and a client's talent acquisition group.

By conducting career based conversations with identified external candidates, we build pools of talent against particular job families, ensuring the client has recruitment ready pipelines of talent to leverage for active and future talent needs.

Talent Intelligence provides partnership throughout the entire recruitment initiative, from creation of the talent pool, through to recruitment and contact with the pipeline of approved candidates to ensure continued satisfaction.



THE TECHNIQUES

SOURCING

Talent Intelligence will map and engage talent, creating a pool of pre-screened candidates that are interview ready (details will include salary expectation, mobility, desired locations etc.)

Alongside sourcing candidates, Talent Intelligence will manage the talent pool on an ongoing basis, ensuring all data is up to date and "recruitment actionable".

RECRUITMENT

Talent Intelligence introduce Simplot to the candidates and provide complete logistical support throughout the interview process.

Talent Intelligence will coordinate socialization conversations and keep the approved pipelined candidates engaged until Simplot is ready to activate the interview process.

ONBOARDING

As a way of supporting the success of the recruitment process, Talent Intelligence will gain candidate feedback at various stages of the recruitment cycle.

OUTCOMES: OVERALL BENEFITS



IMPROVE THE
QUALITY OF
CANDIDATES
SHORTLISTED BY
30%

REDUCED
NUMBER OF
INTERVIEWS
NEEDED BY
35%

REDUCE NEW
HIRE TURNOVER
BY UP TO **25%**
AFTER TWO
YEARS

Create a **CENTRALIZED GLOBAL APPROACH**
to share talent across markets and functions

Allow a more **CONSULTATIVE RELATIONSHIP**
with the business

REDUCE RELIANCE and complexity of using
multiple search firms

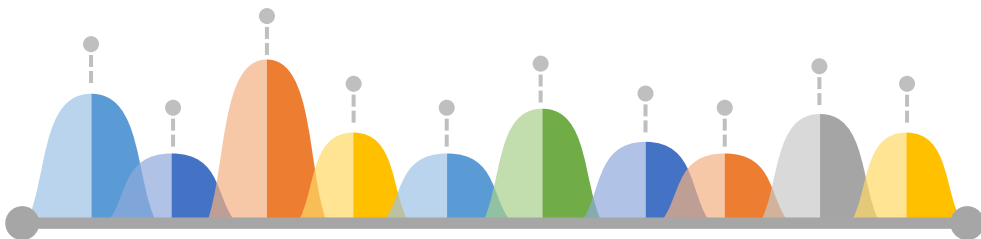
Attract the best passive, high-potential and
BEST TALENT

OUTCOME: CLIENT ENGAGEMENT #1



80 DAYS

TIME TO HIRE
Reduced by 47%, from 150 days to 80 days



\$3.9M

COST SAVINGS
3.9M saved by not using recruitment vendors



110 HIRES

OPEN VACANCIES
110 hires made across 11 global functions

OUR CLIENT UTILIZED THE FOLLOWING TI OFFERINGS TO ACHIEVE THESE RESULTS:

- Talent Pipelines
- Succession Planning & Succession Dashboards
- Competitive Intelligence

OUTCOME: CLIENT ENGAGEMENT #2



PROJECT MISSION

Build a in-house sales team for a client in the Agricultural space with the use of Talent Pipelining, along with Competitive Intelligence and Sourcing

PROJECT RESULTS



6 MONTHS

Project timeline reduced from the typical 12



133 PLACEMENTS

Across 6 levels of the business



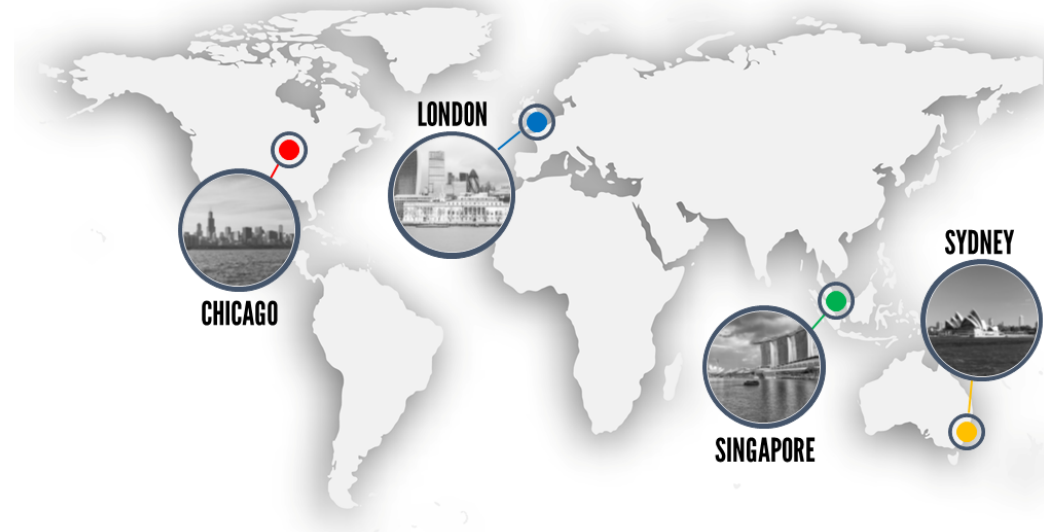
30% INCREASE

Overall company diversity target of 30% met by project

ABOUT TALENT INTELLIGENCE



Established in 2002, Talent Intelligence is a global management consulting firm that provides services for talent planning and human capital management.



WE PROVIDE CLIENTS THE ABILITY TO:



Transition to a more strategic approach to workforce planning, eliminating the need to work with search firms on a reactive basis



Reduce costs by removing placement fees and replacing these with a one monthly transparent fee, from which an unlimited number of hires can be made



Access a more diverse pool of talent for current and culture needs



Benchmark internal talent against external talent, thereby differentiating performance potential



Gain competitive intelligence that will help them understand how they are perceived in the marketplace, as an employer, a service provider and a brand

We manage talent risk so you don't have to

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