



TALENT PIPELINING

OUR APPROACH & WHY IT WORKS

SERVICE OVERVIEW & CASE STUDIES

WHAT IS TALENT PIPELINING?

Instead of urgently filling vacancies, we proactively socialize candidates, allowing our clients to meet talent in advance of an open role.

Clients then know who is available for future roles, thus organizational planning and not just closing gaps.

Gain a competitive advantage by keeping great people connected to your organization



WHAT ARE THE BENEFITS?

Reduce recruitment spend

Enhance employer brand

Gain competitive advantage

Glean insights from AI

Decrease time to hire

Improve internal relationships

Boost talent quality + diversity

Eliminate search-firm reliance

CASE STUDY

#1

REVENUE: \$3 billion

INDUSTRY: Cargo Handling & Distribution

LEVEL: Senior & Above

REGION: Europe

SOLUTION: Talent Pipelining, Succession Planning, Competitive Market Intelligence & Executive Recruitment



PROBLEM

A client utilized an extremely decentralized recruitment strategy across all its subsidiaries. This model generated a disconnect that resulted in high executive search costs, created discord across internal communications and hindered the effectiveness of their talent acquisition and HR teams. The client needed to optimize their recruitment processes with data-driven tools, increase their flexibility and lower their recruitment costs.

SOLUTION

The core of TI's work was executive search, delivered through a dedicated team, while also adding value with succession planning and competitive market intelligence to support business decisions. The TI team built and maintained a pipeline of candidates who were not relevant for open vacancies. The client could hire from this pool at any time, for no additional fee. The team of TI consultants delivered these solutions through a real-time, customized talent dashboard, gleaming qualitative and quantitative insights for the client.

RESULTS

- \$1.2 million cost savings
- 12-month project
- 3 subsidiaries
- 20 target hires
- 76 pipelined
- 28 hired

The client consolidated all their searches across the entire business with Talent Intelligence. They also optimized their recruitment processes across the subsidiaries and their shared service center and was able to leverage the talent pool across the business.

CASE STUDY

#2

REVENUE: \$5 billion

INDUSTRY: Medical Device

FUNCTION: IT

REGION: United States

SOLUTION: Talent

Pipelining & Recruitment



PROBLEM

The client retained an imbalanced contractor to full time employee ratio in their IT group. As contractors left the organization, they took intellectual property and IoT strategies with them, negatively affecting the client. The client's recruitment strategy struggled because of their lack of market visibility, unfilled and specialized roles, low local unemployment and regulatory restrictions. They had a need for junior software engineers and senior niche skillsets in security, infrastructure and cloud strategy that previous vendors were unable to fill.

SOLUTION

The TI team consulted and delivered a combination of core solutions, Talent Pipelining and Recruitment, to address this client's specific needs. This work was done for a combination of open roles and anticipated vacancies in 3-6 months. TI offered a unique solution with a dedicated solutions team that does not include typical placement fees.

RESULTS

- **7-month period**
- **13 specialized IT placements**
- **5 pipelined candidates**
- **\$250,000 in ROI**

TI continues to be partnered with the client to pipeline Technology talent to ensure they achieve their flip in contractor to FTE ratio from 40:60 to 60:40. TI continues to consult the client in their medium-term talent strategies.

Who are we?

Talent Intelligence is a global talent acquisition and management consulting firm. We enable our clients to understand, recruit, analyze and retain great talent in the complex global marketplace

Stay in touch

Ted Bliefnick, Senior Director, Business Development - US
217-855-6087 ted.bliefnick@talentintelligence.com

 www.talentintelligence.com

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