



Talent Acquisition Strategy

Improving an Organisation’s Talent Acquisition approach to lower costs and improve effectiveness

You may be feeling that your recruitment engine is not providing the necessary Talent you need in a timely manner to fuel the growth of your business or the new direction you are heading, or you are concerned that thousands of candidates who engage with your business and could also be customers aren't being managed with courtesy and respect.... you are not alone!

In our experience a well aligned, equipped and responsive Recruitment function is a rare thing, but we also know when you do get it right it makes a significant and material difference.

Recruiting has the largest influence on revenue growth and profit margin of all human resource and talent levers. The most capable companies who delivered on recruitment experienced 3.5x greater revenue growth and 2x profit margin than the least capable companies (Source: BCG Study – ‘Realizing the Value of People Management’).

We also believe that while the size of the recruitment team and costs involved are a small part of an organisation's overall workforce and costs, its influence when properly aligned can be disproportionately large. So if you have some concerns about how recruitment operates in your organisation or are curious about areas for improvements, it would be useful to engage us to conduct an independent analysis of your organisation's Talent Acquisition approach, and consider developing a new strategy.

What we do

We conduct an independent review of the effectiveness (quality, stakeholder satisfaction and alignment) as well as efficiency (time and costs) of your talent acquisition activities. We take a 360 approach, incorporating the direction of your business strategy and HR plan, needs of your key stakeholders and managers, as well as the experience of candidates recently successful and not, and a review of the current recruitment processes and approach. The review will usually take 2- 4 weeks and on completion, we provide a report containing findings, recommendations and suggested implementing approach for key short and medium term priorities.

The eight dimensions we cover in the review are shown in the diagram below:

GTG’S DIAGNOSTIC DIMENSIONS

Analysis of stakeholder needs as they relate to recruitment
Identify gaps between current recruitment delivery and stakeholder needs



Recommended Recruitment Strategy



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Why Us

Generator Talent Group brings a different perspective and level of expertise, borne of Partners who have seen and led recruitment from all angles at all levels – we've been HR Directors, led RPO Organisations and Operations, gained deep experience in Executive Search and the emerging worlds of Talent Pooling and Market Mapping.

We bring a combination of technical expertise and real-world pragmatism in both assessing current state and in developing options that can be considered and formulated into a Talent Acquisition Strategy. In some cases with our clients, we've even managed the implementation of a project to install a new recruitment methodology and set-up and managed RPO activities to support a major change program requiring intense and focused recruitment.

Professional Fees

The cost involved in conducting a review of your current talent acquisition activities and in developing recommendations and a new strategy depends on a number of factors about your organisation. We can usually provide an accurate estimation of fees based on a discussion and understanding of the existing recruitment approaches, size of your organisation, current turn and churn and your business strategy. We'd be happy to demonstrate how the cost savings and effectiveness improvement can provide a return on the investment made in the review.