



# TALENT FUNCTION

*TRANSFORMING TALENT ACQUISITION FOR LEADING GLOBAL ORGANIZATIONS*



## WE UNDERSTAND TALENT ACQUISITION

Talent Function transforms Talent Acquisition for leading global organizations. We help our clients succeed with comprehensive and forward-looking strategies, leading technologies, best business processes, and smooth deployments.

We understand you need to get ahead of volume fluctuations. Stop getting whipsawed by managers. Deliver quality and quantity, quickly. Get your processes and systems ready for fully integrated Talent Acquisition. Stop laboring under unstable systems, with bad processes enshrined in perfectly good software. Optimize or upgrade your technology. Get new tools. candidate data mining and social sourcing working for you. Elevate your employment brand. Manage compliance.

How do we do this? We pull in the right people, ask the right questions, and have no agenda other than optimizing your Talent Acquisition strategy and deployment. We have never accepted a “pay-to-play” referral agreement from a vendor, and we never will. We focus entirely on your success.



### OUR INSIGHTS MAKE TECHNOLOGY AGILE

Unlike most talent management consultants, we know every major up-and-coming solution in the market, inside and out, because we implement them all. We work with you to make any of them successful, to ensure your investments in recruiting technology pay off.



### WE OPTIMIZE THE TECHNOLOGY YOU HAVE

Your recruiters need to spend quality time with candidates, not struggle with a tangle of disconnected systems. We give them back time to do their jobs.



### WE EVALUATE AND DEPLOY THE RIGHT SOLUTIONS

We stay on top of the technology leaders, and know their strengths and areas of overlap, so that you make cost-effective, high ROI, decisions about technology.



### WE ANTICIPATE AND ADDRESS PROBLEMS BEFORE THEY SHOW UP

We prioritize, improve the connections between systems, generate simplicity and remove roadblocks that are slowing your recruiters down. Our competitors's clients often come to us to fix what wasn't done well, because we avert and unwind costly mistakes and waste.



### WE INNOVATE, WITH YOU

The best Talent Acquisition processes in the industry are the ones designed specifically for you, to work for you. Unlike other firms, we don't come in with a one-size-fits-all orthodoxy. We're masters in process design, eliminating duplication and recruiter busy-work. We coach clients to become better process innovators themselves.

## OUR SERVICES INCLUDE:



**Strategic Advisement:** Talent Function will seek to understand your current talent acquisition and political environments to help develop the business case (including ROI) and to communicate it with the desired impact.

- Consulting services delivered by a Talent Function principal consultant
- Methods vary and may include meeting participation and/or facilitation
- On-site delivery is optional
- Estimated Delivery Time: 1 Day



**Process and Technology Maturity Assessment and Recommendations:** To maximize the effectiveness of future state process design it is necessary to fully understand the current state. Talent Function will work with your organization to understand current state processes and technologies. Using our knowledge of world-class talent acquisition practices, Talent Function will summarize strengths, process maturity and highlight opportunities for the future state.

- Detailed current state process diagrams in LucidChart format
- Documented current state summary and assessment
- Recommendations will include prioritized gaps to ensure optimal readiness for the implementation and organizational adoption
- Presentation to stakeholders
- Estimated Delivery Time: 3 Weeks



**Future-State Talent Acquisition Delivery / Requirements:** Successful incorporation of a full technology suite and/or other stand-alone solutions requires careful planning and re-engineering. Talent Function will develop a robust future-state process design to ensure a successful implementation project and high-end user adoption. We will consult with your team on what features to expect and best practices to consider, enabling the objective measurement of potential vendors.

- Future-State Workshop and preparation and delivery
- Detailed future-state process diagrams in LucidChart format (highlights roles, technology utilization, process details, key change areas and outstanding decisions)
- Document of detailed and prioritized functional, compliance, technical/security, integration, support, reporting and other requirements
- Estimated Delivery Time: 5 Weeks



**Implementation Management and Governance:** Talent Function consultants have led numerous leading organizations through talent acquisition technology implementations and optimizations. We provide the appropriate mix of project management, governance, vendor management, functional subject matter expertise and design leadership, training, and change management to ensure a successful implementation.

- Talent Function will work with you to design an approach that meets your unique needs
- To ensure understanding, Talent Function will craft a SOW detailing the goals, approach, and methodology to be followed for the engagement
- Estimated Delivery Time: Varies



**Outsourced Administration:** Talent Function resource(s) will provide system administration services and configuration support to accommodate the current and changing business needs related to your recruiting platform.

- Complete configurations in both the Staging and Production environments as requested and approved
- Communication templates, incident reports, and monthly support metrics
- Estimated Delivery Time: Varies



**Custom Services:** As a full-service Talent Acquisition Consulting firm, Talent Function can provide a wide range of business and technology services to meet client specific needs.

- Talent Function will work with you to design an approach that meets your unique needs
- For any project, we believe there is only one definition of quality: yours
- Estimated Delivery Time: Varies



## SCHEDULE A COMPLEMENTARY ONE-HOUR CONSULTATION

Eager to take your Talent Acquisition process to the next level, but not entirely sure where to start? Take advantage of a free hour of our intellectual generosity. With no further obligation to Talent Function, we are happy to learn about your current situation and needs to deliver recommendations for moving forward. Contact us at [info@talentfunction.com](mailto:info@talentfunction.com) to schedule time with one of our Senior Partners today.