

## Consultants in Talent Acquisition and Selection

High performers are 40% more productive than their peers;

The best general managers bring in 49% more profit;

High performing sales people secure 67% more sales revenue than average.

### **Good people are great for business.**

The search for talent is indeed a major strategic imperative in all companies. Having the right skills sets in place when you need them is vital for business performance.

Over the last few years it has become increasingly clear that skill needs will increase, while the competition for talent will intensify. 62% of senior human resource managers worry about company-wide talent shortages and 75% say attracting and retaining talent is #1 priority.

Yet few companies invest in those effective talent acquisition and selection practices necessary to most expeditiously secure the organizational capabilities their businesses need. Charlesmore helps clients build world-class talent acquisition and selection systems, including:

- ◆ Designing and detailing the organization needed to meet strategic and operating plans with particular concentration on required competencies and performance requirements;
- ◆ Conducting a thorough appraisal of needs versus current organizational composition; building of a sequenced talent acquisition plan to fill gaps;
- ◆ Building a competitive branding strategy that has both curb-appeal and substance;
- ◆ Defining specific hiring needs clearly, both critical candidate competencies and hiring standards;
- ◆ Devising sourcing strategies that are highly effective as well as cost and time efficient; developing and cultivating a talent network and pipeline;
- ◆ Developing a best-practice hiring process, including responsibilities, actions, sequencing and handoffs;
- ◆ Introducing a selection process that teaches hiring managers to evaluate candidates critically and systemically;
- ◆ Implementing onboarding practices that accelerate time to performance and minimize candidate derailment.



### **How We Work**

We consider strategic, operational and organizational factors, think across different time and priority horizons and assure an integrative view across functions.

We bring to bear current expertise and knowledge of other industries and best practices; we provide an assessment of readiness to change and what will be needed.

We transfer skills and build the capability to make change happen; we help executive teams make difficult decisions and tradeoffs; we earn trust, but stay independent.

### **We Deliver Results, Not Reports**