



Bringing Talent Acquisition Executives Together for Invigorating Exchange



- PROFESSIONAL DEVELOPMENT
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- BEST PRACTICES
- NETWORKING
- NEWS

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The Talent Story:

If people are an organization's best asset, then why is investment in recruitment initiatives so hard to come by? Talent acquisition has a direct impact on the candidate experience, employee engagement and retention, mobility, workforce planning, diversity and inclusion, and business performance, but this impact is often hard to quantify.

The recruiting landscape has changed much faster than the habits of recruiters. Many of the tried and true approaches that companies have relied on for decades may no longer be viable, while some are more important than ever. A robust approach that includes all concepts is an organization's best solution in a tight talent market. It's time to consider the changes that have redefined talent acquisition, and discuss and learn the approaches that leading companies should be using to transform their competitiveness!

In a world where talent is the new competitive capital, recruitment teams are racing to not only become the best in traditional areas like candidate experience, hiring metrics performance, customer satisfaction and recruitment strategies. They're also vying to become the very best employer brand. Recruitment plays a pivotal role in the success of the employer brand, marketing and the overall success of the company.

The Talent Initiative:

Our answer to help companies and talent acquisition leaders be more successful is a collaborative executive network aptly named, **Talent Acquisition Leader Executive Network Team (TALENT)**. An initiative dedicated to advancing the profession and industry with essential knowledge-based, data-driven thought leadership, collaboration and transformation.

This is your opportunity, as a talent acquisition executive, to engage with other leaders, share past successes and failures, learn about standards and practices to reduce waste, improve customer service, candidate experience and employer brand – and ultimately gain a competitive-edge in the world of recruitment.



The Talent Network:

Every HR department is different because every company is different, but many of the challenges are the same. Solutions that may work for one company may not work as well for others, but the opportunity to learn and share best practices with other talent acquisition leaders is not always readily available or easy to find – or maybe: Solutions to such challenges aren't easy to find without the aid and input of other talent professionals. Where can TA Leaders turn?

One of the primary goals of the **Talent Acquisition Leader Executive Network Team (TALENT)** is to provide best practice sharing. From exclusive executive briefings on recent research and benchmarking opportunities to member-only access to industry thought leadership, this network will be at the forefront of discovery and best practice sharing. In addition, member-only facilitated discussions on best practices will be scheduled quarterly as an additional option for knowledge sharing. TALENT members will also have access to a private online directory of members with contact details to liaise with each other and a Talent Acquisition Leader listing in the Fortune 500.

This represents not only the chance to understand other best practices but to get ideas to bring back into your own organization and learn from the issues that other companies have encountered. To make sure that this is part of the agenda, the TALENT association management team will create and manage a specific annual calendar around best practice sharing sessions, including an annual TALENT retreat.

The Talent Innovation:

Often we ask the wrong question when searching for innovation in our recruitment strategy. It's not always what's new and simply applying that to our process. It's not always about creating the next big sexy thing. It's about how we do what we do—not why we do it or what we do differently. TALENT members will collaborate to develop standards and practices with recruitment methodologies and strategy. Focus Groups will be launched and include discussions about all things within the Talent Acquisition industry: Branding, Search, Assessment, Interviewing, Workforce Planning, Recruit Process Efficiency, Diversity, Mobility, Candidate Experience, Recruitment Strategies and Effectiveness, Metrics and Recruitment Benchmarks. This is your opportunity to be a part of the conversation to enhance your company's strategy as well as your personal reputation as an industry leader. Findings from TALENT Focus Groups will be published in a TALENT Innovation Playbook.

Members will also be invited to our annual Talent Acquisition Leader of the Year Dinner and Awards Gala. The annual *Talent Acquisition Leader of the Year* award was created to recognize leaders for innovative practices and excellence in areas of HR that support talent acquisition. These include employer branding, leveraging technology, development of staff, initiatives that drive engagement and retention, and overall contributions to financial performance.





The Talent Intelligence:

A TALENT Intelligence Newsletter with pertinent links to important articles will provide specific content and news on the professional community as to who is moving and where. This membership publication will continue to evolve based on member feedback. The TALENT newsletter will be designed as a quick update with the opportunity to explore topics more thoroughly. It will feature executive research summaries and debriefs of prior meetings or educational sessions for those whose busy schedules may preclude them from attending.

We will also be running features on the association programs and highlighting the professional accomplishments of TALENT network members. You may be one of the Talent Acquisition Leaders talked about in *HRO Today Magazine* and sought out by other news, media and industry experts.

Members will participate in the review and design of our Annual Talent Acquisition Metrics Research Study, KPI and Metrics Database and TalentTalk sessions, designed as quick informational, best practice sharing 2-3 minute videos.

Make This Network Your Network:

The **Talent Acquisition Leader Executive Network Team (TALENT)** will be the premier networking and professional development society for the top talent acquisition leaders around the world and offer a host of opportunities to make this network your network.



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