

talent acquisition **overview**



talent

More than ever organisations depend on the quality of their people. The performance of every employee affects the business and ultimately determines its future. Over the last decade many organisations have experienced rapid changes including restructuring, business processes re-engineering and enhanced customer service initiatives. The popularity of flatter structures and devolved management has put the spotlight firmly on the performance of each individual as a key factor in the success of the business.

Strategic HR are able to help you with the development and implementation of recruitment and selection systems for your **talent acquisition** (facing page) general ongoing needs, for bulk recruitment (e.g. graduates, restructuring, or rapid development of your business) or to provide specialist assistance to enable you manage strategically important recruitment processes whilst still being able to access leading edge selection techniques and technology.

Enabling your managers to use your systems effectively through our **recruitment skills** (overleaf) programme – equipping them with interviewing skills, knowledge of legal requirements and how other recruitment and selection tools can assist them in making selection decisions.

The third major element of our focus is the **development of talent** within an organization to meet future leadership needs. This is everything from:

- Capturing what effective leadership is in your organisation
- identifying and nurturing leadership talent for future roles,
- creating and implementing leadership development programmes taking new leaders from the first day on the job through to the end of five years in leadership,
- developing coaching capability to support leadership development
- providing ongoing feedback on leadership behaviours to raise self awareness through 360° Review
- Creating structured succession planning tools
- Running development centres to ensure people have the capability to move into higher roles and provide them personalized development plans to help them grow into those.

I start with the premise that the function of leadership is to produce more leaders, not more followers.

Ralph Nader

The following pages provide more detail about these services and our approach to meeting your needs.

talent acquisition

Acquiring talent in a timely and efficient manner has become a science. The first stage is capturing what behaviours are driving effective performance in your organization or roles and designing an efficient and effective process to attract and select people into your roles. Training and enabling line managers to be effective in their decision making role is the key final step in the process.

Competency design

Our approach to competency design captures what the best people in your business are doing currently and sets this as the new benchmark. The competencies encompass your values and what behaviours will underlie successful job performance in the future. Capturing the best performance and the visionary element of the competencies ensures that current levels of performance are not 'cemented in' but facilitates the organisation to select and grow skills that will be relevant to future requirements. We can train you team to develop competencies or complete this work with you.

Attraction and Selection system design

We can work with you to clarify your organizational purpose and integrate this into your recruitment branding and attraction strategies. We can source and customize on-line application forms, assessment systems, developing interview guides and other infrastructure to enable your team and line managers to bring the best possible talent into your organization. We can also assist with the integration of on-boarding systems, using selection results to flow into early development for your new people. We also specialize in building in measurement systems to allow you to monitor progress.

Did you know?

- Organisations using a consistent competency model across talent acquisition, learning performance management and succession processes are five times as likely to achieve best-in-class performance as those that do not.
- Working for an organization with a clearly defined purpose is 2nd only to pay and benefits in importance for applicants. Even in tough economic times people will accept pay offers 15% lower if the purpose of the organization is aligned with their own.

Training and enablement

We can provide training to enable your team and line managers to effectively use the process, and make the final decisions after interviewing. The next page includes an overview of our recruitment and selection skills course.

Graduate Recruitment

In addition to development and implementation of recruitment systems for ongoing recruitment we can help with your bulk recruitment of graduates or other staff. This can include competency design, training of your staff, running assessment centres, and support for onboarding.

who we are?

John Eatwell (M.A., Post Grad Dip, Chartered Organisational Psychologist; Member of the Institute of Directors, Psychological Society and Association of Positive Psychology).

John has worked with a large number of companies to implement selection and recruitment systems for routine roles as well as volume recruitment for particular initiatives or graduate recruitment. Projects included defining key success factors, identifying appropriate measures tools, attraction and selection strategies and training line managers in assessing and interviewing. Clients included Airways, New Zealand Dairy Board, Kiwi Dairies, Lion Nathan, Price Waterhouse Coopers, and WorkSafe NZ, Airservices ATNS, Australia, Dubai Aviation Navigation Service, Honk Kong Civil Aviation Authority, Nelson Area Health Board, Tait Electronics, and the United Nations.



He has developed competencies for a number of companies as part of projects to underpin their HR systems. Clients included: KPMG, NZ Dairy Board leadership and marketing competency sets, Tait Sales and Marketing and Project Management positions; Airways Air Traffic control, leadership, Engineering and Professional Support groups; Te Puni Kokiri, Kaiwhakarite, Kaiuruki and Kaitakawaenga competency sets.

John has worked with a number of organisations to define successful leadership and run *Development Centres* to develop Team Leaders through to Executives for more senior roles. Clients included: Glaxo Welcome, Ministry of Health, Airways and Murugappa Group. He has also created aspiring leader and top talent programmes to meet future need succession planning needs.

Tara Longley (M.A., Post Grad Dip, Registered Organisational Psychologist; Member New Zealand Psychological Society and Human Resources Institute).

Tara is a seasoned Organisational Psychologist and Human Resources Practitioner with experience in the public and private sectors. With more than 15 years' experience Tara has particular interest and expertise in the areas of assessment & development, selection & graduate recruitment, culture & engagement, and change management. Tara has extensive knowledge of psychometric testing and assessment centres for the purposes of selection and development.



Tara has worked as a HR Project Manager and People Capability Manager for Airways New Zealand, a Principal HR and Recruitment Consultant for Hudson Human Resource Capital and also as the HR Manager for DHL in the Middle East.



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