

PRACTICAL STEPS TO BUILD YOUR TALENT STRATEGY



IDENTIFY WHERE YOU HAVE GAPS

BRAINSTORM THE SKILLS,
CAPABILITIES, EXPERIENCE AND
BEHAVIOURS YOU NEED ACROSS
THE BUSINESS TO DELIVER AGAINST
PLAN AND MAINTAIN YOUR
CULTURE

MAP THIS AGAINST WHAT EXISTS IN THE BUSINESS TODAY

PIN POINT YOUR GAPS

Look at your internal talent for development opportunities first before hiring from outside. This shows that you value your existing team & maintains a positive culture

THINK ABOUT YOUR TARGET AUDIENCE



Use the right channel to communicate your job opportunities. Think about your target candidates persona and what social channels they use

You're looking to attract those who are interested in the role but also your company.

This is when your company brand matters.

COMMUNICATE YOUR EMPLOYER BRAND

Build an engaging careers site. Use video to bring your company to life. The more you can help individuals understand you, the more you'll get the right people onboard.

THINK ABOUT THE CANDIDATE EXPERIENCE




The use of technology including an applicant tracking system (ATS) will ensure you are able to communicate with all your candidates consistently.



We're a talent consultancy helping high growth businesses address the most pressing talent challenges

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