



# Talent Acquisition Consulting Program

## Consultation

Meet with key stakeholders and review the organizational structure of the business. Establish partnership goals for talent acquisition strategy.



## Audit Phase

## Reporting

Share findings of evaluation phase with key stakeholders. Outline opportunities for improvement and define a program with clear timelines & content.



## Evaluation

360° analysis of talent acquisition function via KPI's, interviewing methods, biases, turnover, culture, tools & resources, and self-evaluation.



## Creation

Design & build customized training program. (i.e. Classroom curriculum, Training Manual, Interview Guides, Role-Playing, Scripts, roadmaps)



## Training

Classroom setting or 1-on-1.

- Intentional Interviewing
- Proactive Recruiting
- Vacancy Prioritization
- Candidate Advocacy
- "Lock the Door"



## Innovation Phase

## Feedback

Follow up from training with individual recommendations and assessments. Outline newly discovered opportunities for additional coaching, if necessary.



## Advisory Phase

## Shadowing

Work hand-in-hand with team members as newly-adopted talent acquisition behaviors are being cemented into practice.



## Reinforcement

Adjourn. Continue to advise talent acquisition team with applications of the training program, taking individualized feedback into account.

