

# Talent Management 2016 +

## Selection, Recruitment, Retention



## What makes us different

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*Alexander Partners bridge the gap between graduates, recent graduates and your ever changing selection, recruitment and retention demands. Because we know you are continually looking for talented individuals who fit, we focus on identifying, developing and supporting candidates that are more than simply academically qualified.*

*The corner stone of our philosophy is our ability to evaluate and match the Competencies, Skills, and Motivational factors (CSM) of applicants and new hirers with your demands. We proactively work with talent to increase their true added value and overall Career Capital.*

*Dr Ambroz Neil*



# Highest performing organisations adopt strategies that rely heavily on having talented employees

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Organisational strategies range from:

- Creating the Right Organisational Culture
- Developing New Products & Services
- Driving Innovation
- Gaining Market Share
- Improving Customer Experience.



# Graduate talent is routinely sourced and recruited using third parties



## Potential employers must understand today's pool of graduate talent

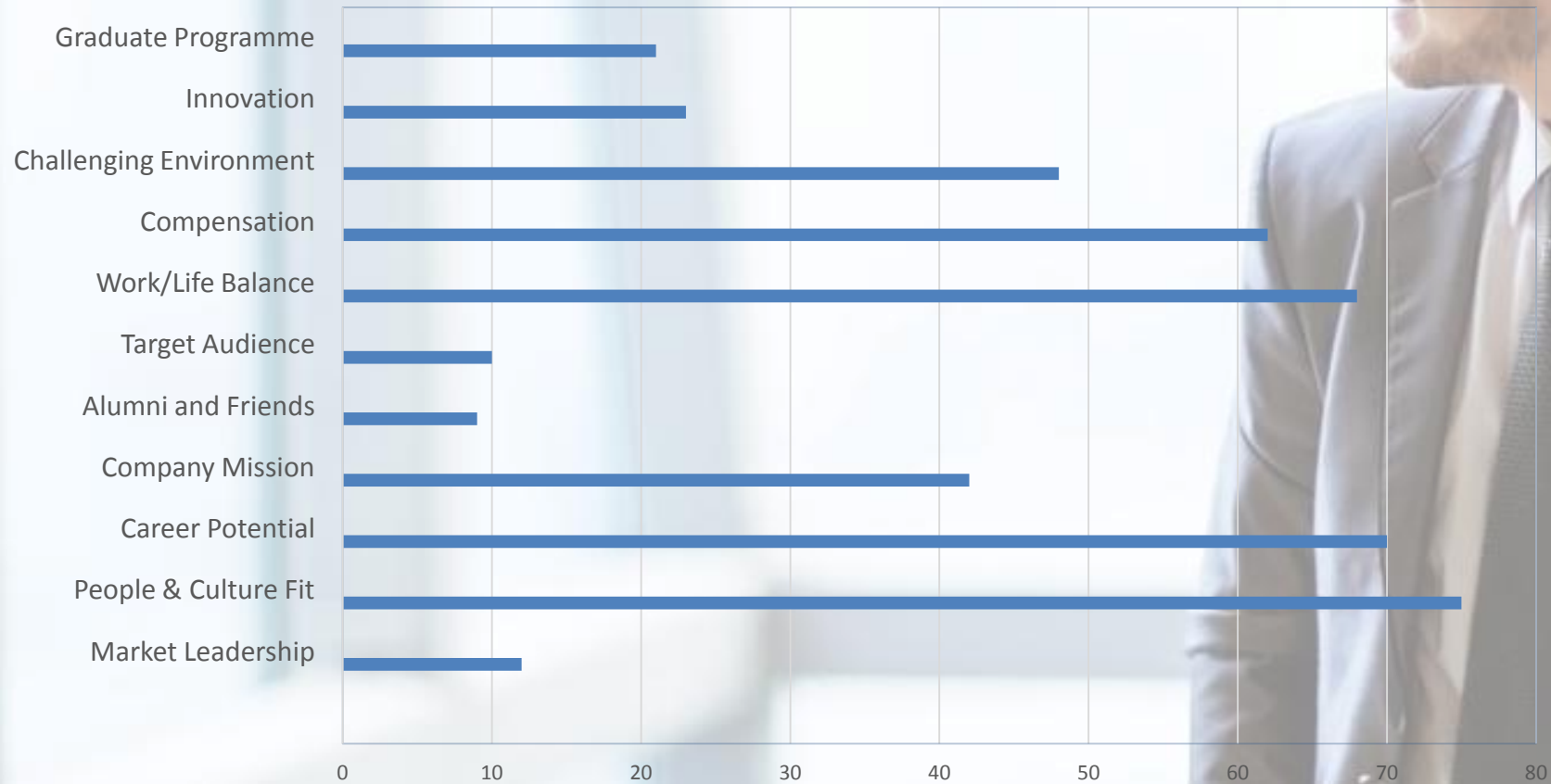
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- Comfortable working in teams
- Great at multi-tasking
- Highly educated
- Longing to prove themselves on the job
- Motivated by making a difference
- Natural collaborators
- Tech and social media savvy





## There are a number of key indicators that Millennials look for in employers



Source: Collegefeed, 2014



Our unique approach positively impact on the four constraints on recruitment (CARP)

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**C**orporate Image  
**A**tractiveness of Job  
**R**ecruitment Costs  
**P**olicies.



## Our unique approach also positively impacts on the four pillars used to evaluate recruitment (RYCE)

**R**etention Rate (percentage of talent remaining at the organisation during their formative period)

**Y**ield Ratio (comparison, number of applicants at each stage of the recruitment process)

**C**alibre (overall quality of applicants)

**E**valuation (Ratio of recruitment costs to benefits).





## How we deliver our philosophy

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1

Define your Target Graduate Talent Profile (TGTP) by extensively mapping your existing talent pool using our unique CSM approach.

2

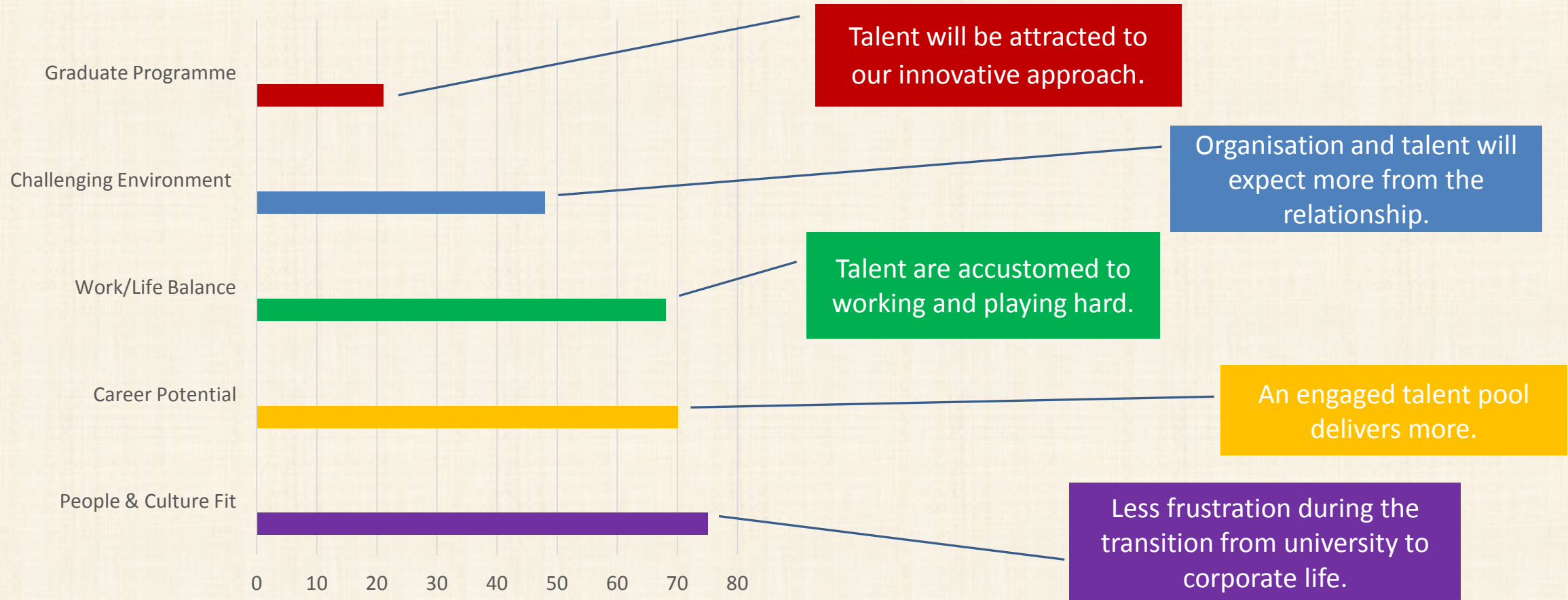
Based on this TGTP, we identify and work with graduates to strengthen their profile before introducing them to you (Targeted Profile Screening).

3

During their formative years, we provide your pool of graduate talent with 1-to-1 mentoring – your organisation benefits when your senior executives and pool of graduate talent are independently mentored.

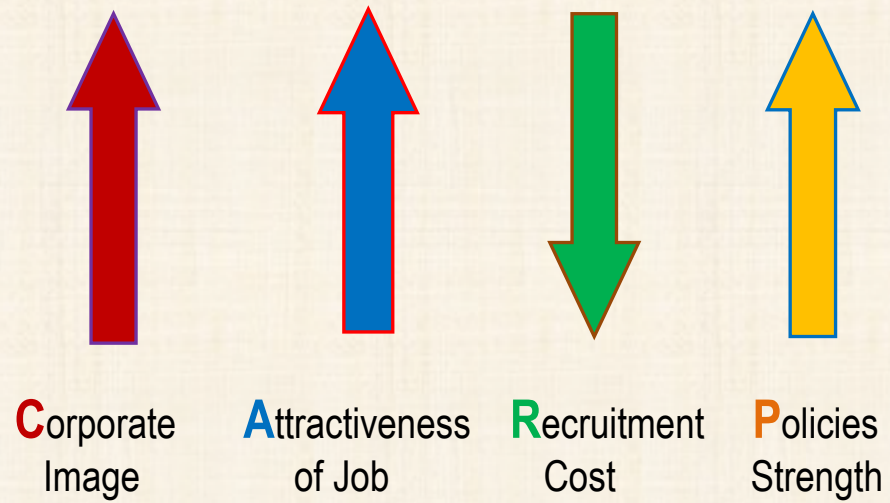


## Our approach supports key indicators of what Millennials look for in employers

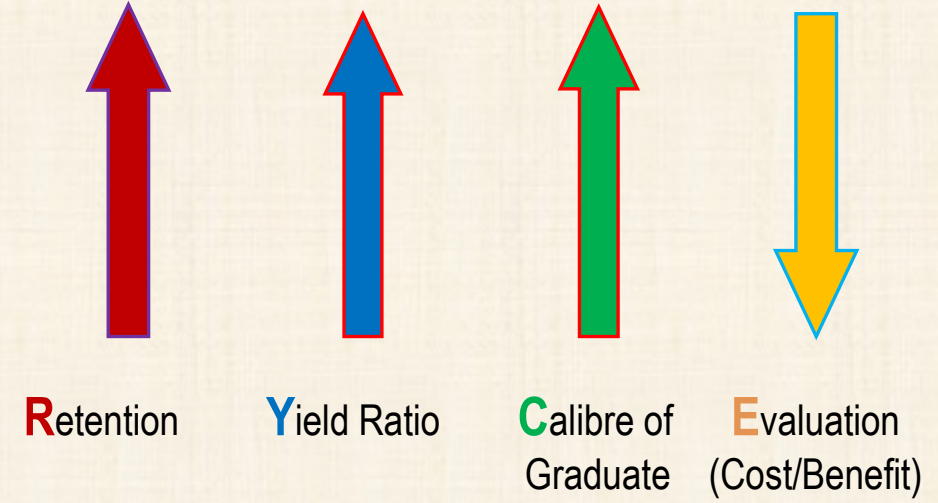


# How our approach to selection, recruitment and retention benefits your organisation

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Constraints on Recruitment



Recruitment Evaluation

Alexander Partners is not a recruitment agency. We are far more

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- We specialise in graduate talent identification, development and retention;
- Work directly with employers to maximise the impact of their search for talent by working with talent to make them more employable;
- Introduce talent that better match organisational requirements and;
- Mentor newly recruited talent during their formative period with the organisation.





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