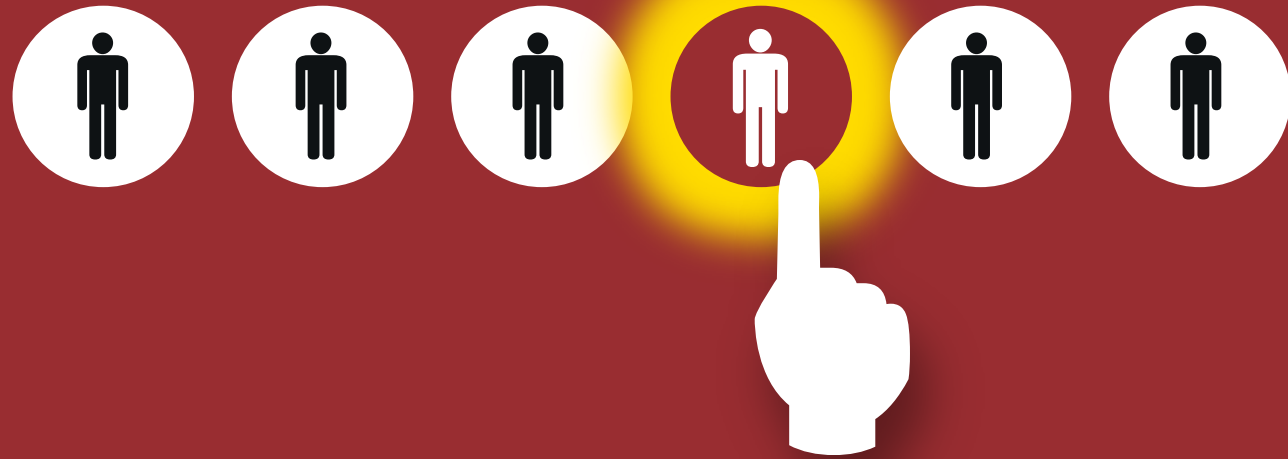


Talent management 2021+

Selection, Recruitment, Retention



ALEXANDER PARTNERS
Improving education, transforming lives



What makes us different



Alexander Partners bridge the gap between graduates, recent graduates, talented employees 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, and existing employees 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, new hirers, and your existing talent with your demands. We proactively work with talent to increase their added value and overall career capital.

Dr Ambroz Neil

Managing Principal Consultant



Performing organisations adopt talent management strategies

Organisational strategies range from:

- Creating the right corporate culture
- Developing new products and services
- Driving innovation
- Gaining market share
- Improving customer experience

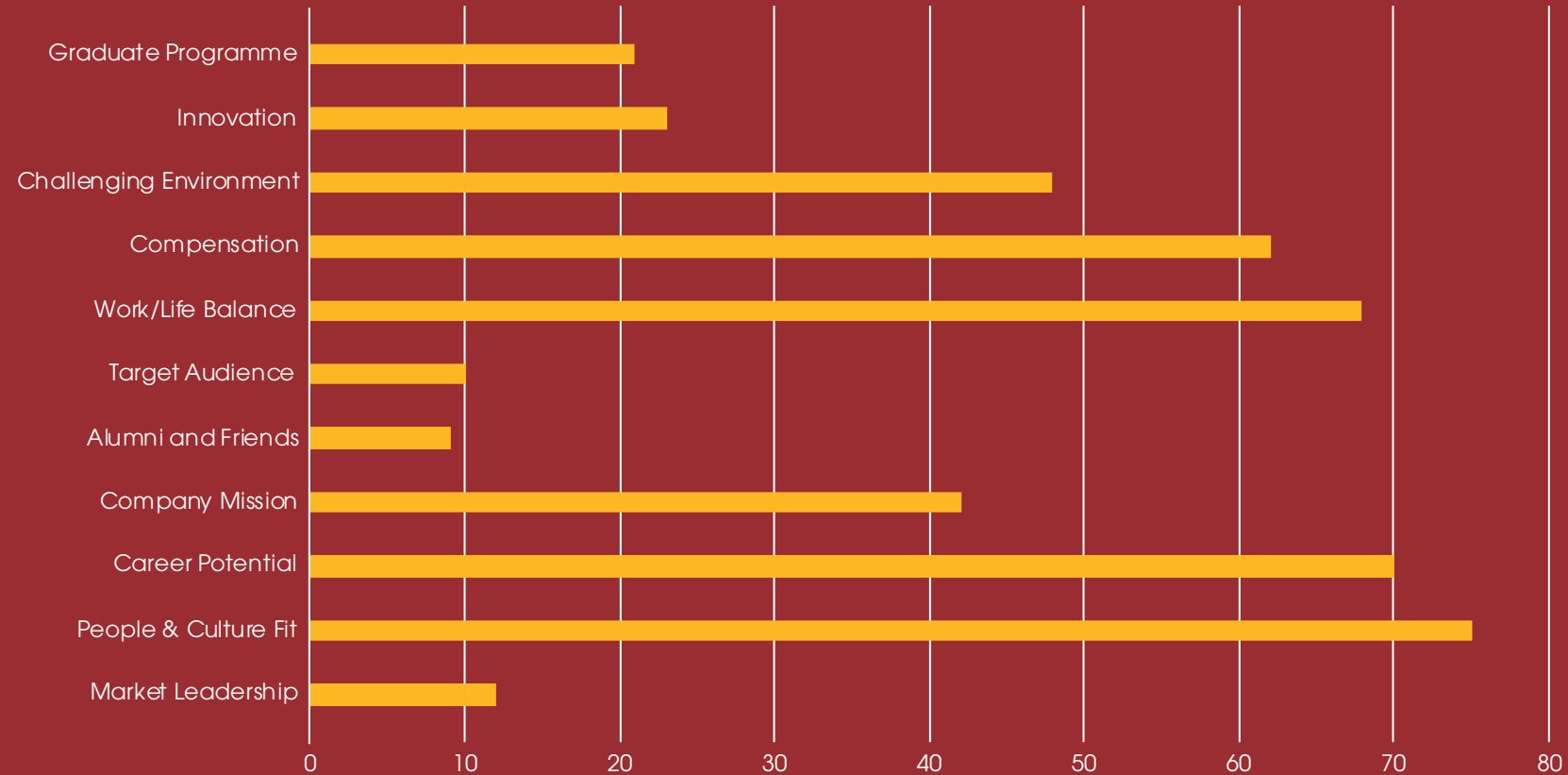


Understanding today's pool of talent

- Comfortable working in teams
- Great at multi-tasking
- Highly educated
- Eager to prove ability
- Motivated by making a difference
- Natural collaborators
- Tech and social media savvy



Key indicators that talent look for in employers



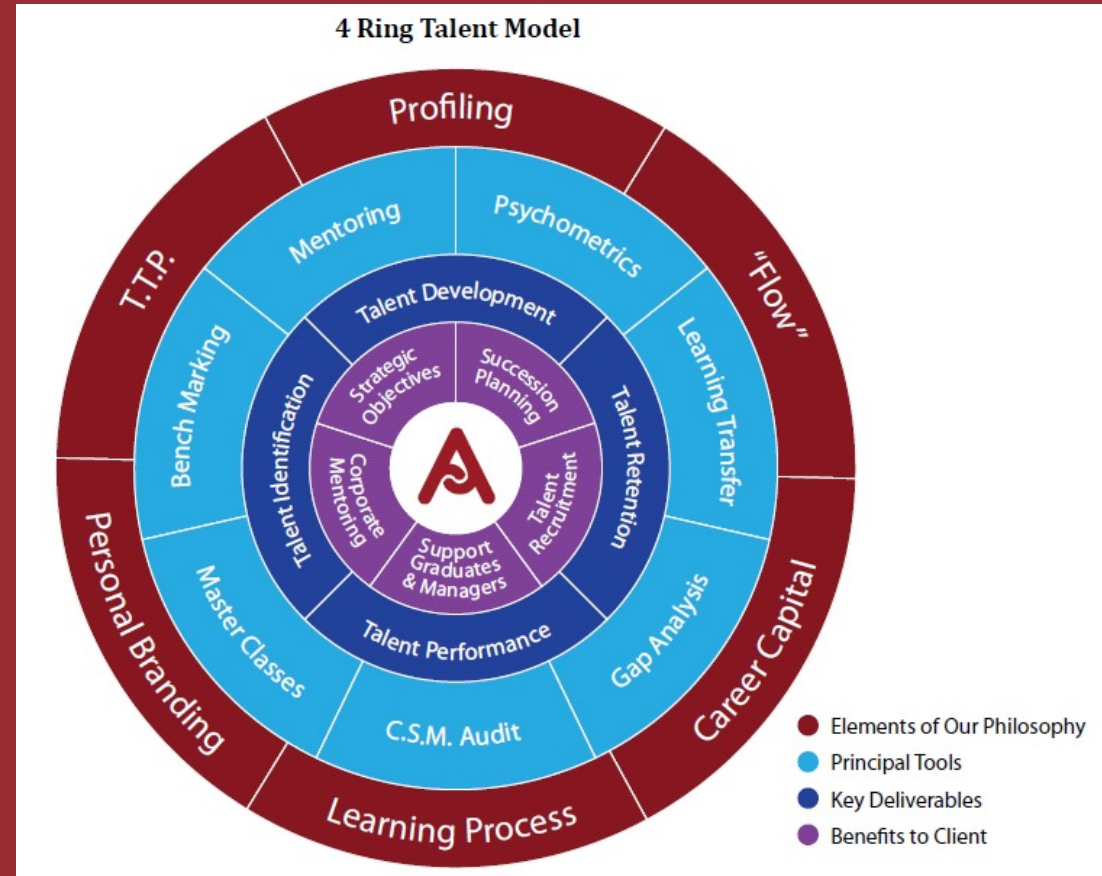
Source: Collegefeed, 2014



Our 4 ring talent model

Whilst effective talent management boosts performance across all areas of an organisation, employee turnover is a major drain on resources. Identifying, recruiting and retaining talent must therefore be important corporate objectives.

Our 4 Ring Talent Model is used to devise a talent management plan that not only brings in the best people for the job but quickly and effectively acclimatise them to the corporate culture.



Our unique 4 ring talent model positively impacts the four constraints on recruitment (**CARP**)

- **C**orporate image
- **A**ttractiveness of job
- **R**ecruitment costs
- **P**olicies



Our unique 4 ring talent model positively impacts the four pillars used to evaluate recruitment (**RYCE**)

- **R**etention rate (percentage of talent remaining at end of their formative period)
- **Y**ield ratio (number of applicants at each stage of the recruitment process)
- **C**alibre (overall quality of applicants)
- **E**valuation (ratio of recruitment costs to benefits)



Delivering on our philosophy: 4 ring talent model

1

Define Target Talent Profiles (TTP): Work with employers to extensively map existing talent profiles and determine future talent profiles.

2

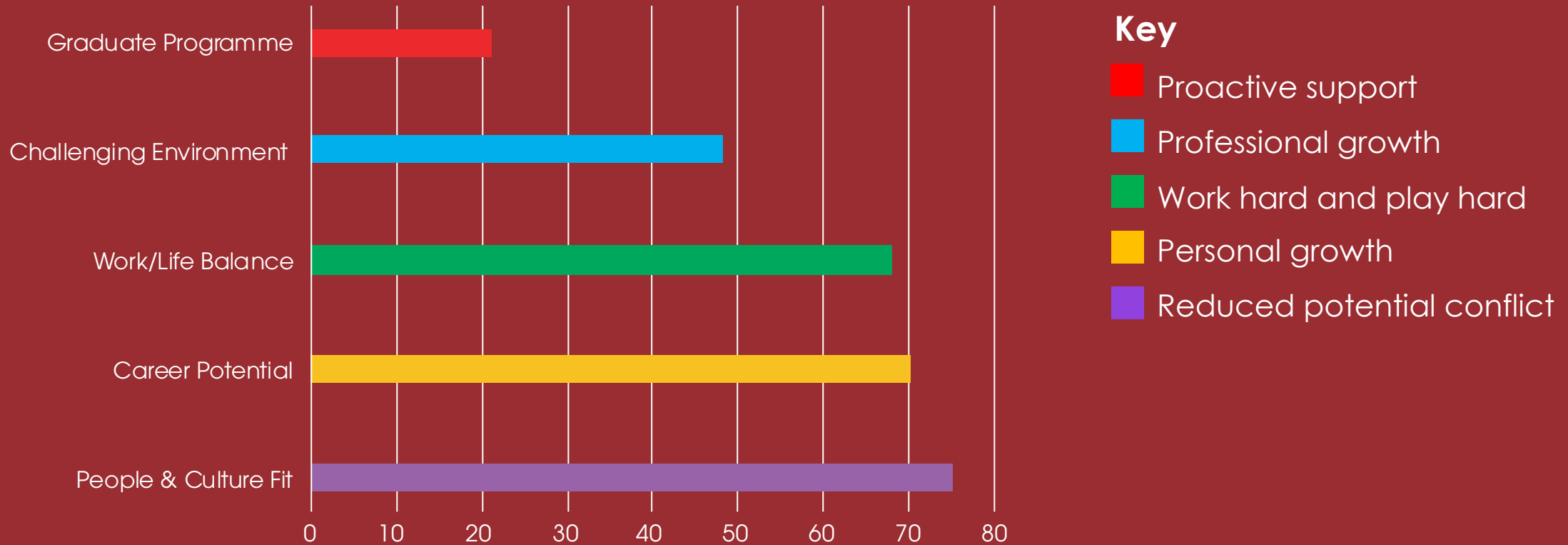
Based on the TTPs: Identify and work with potential employees to strengthen their profile before introducing to potential employers (Targeted Profile Screening).

3

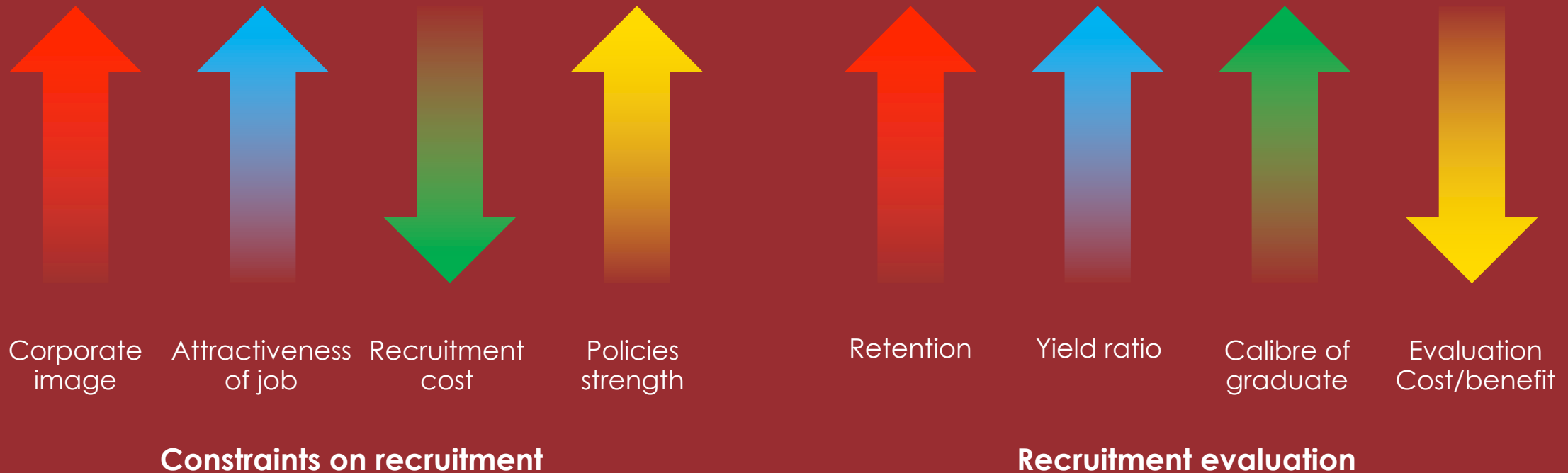
During formative years: Provide pool of employer talent with one-to-one mentoring.



Our 4 Ring talent model supports key indicators



Benefits to selection, recruitment, and retention of our 4 ring talent model



Alexander Partners is not a recruitment agency – we are far more

- We specialise in talent identification, development and retention;
- Work directly with employers to maximise the impact of their talent search efforts;
- Work with talent to increase their employability;
- Introduce talent that better match organisational requirements; and
- Mentor talent within organisations.



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Address:

First Central 200, 6th Floor,
2 Lakeside Drive,
Park Royal,
London NW10 7FQ
Tel: +44(0) 203 755 3712

Website:

www.alexanderpartners.org.uk

Email:

info@alexanderpartners.org.uk

