

CASE STUDY



Client Info

Industry: AEROPACE

Employee Size: 180

HR Team Size: 2

PROJECT: Re-design Our Talent Acquisition Process

Primary Area of Practice: Type of Engagement:

- | | |
|---|---|
| <input checked="" type="checkbox"/> Attract & Acquire | <input checked="" type="checkbox"/> Gap analysis |
| <input type="checkbox"/> Learn & Grow | <input checked="" type="checkbox"/> Resource creation |
| <input type="checkbox"/> Culture & Engagement | <input checked="" type="checkbox"/> Advisory |
| <input type="checkbox"/> HR Strategy & Structure | <input type="checkbox"/> Facilitation |

The situation and need:

As the economy made finding top talent more challenging, while at the same time huge growth prospects were on the horizon, the company found it needed a more defined approach to attracting and acquiring talent. Angela was engaged to assess the process and recommend revised approaches to increase candidate flow and hiring success.

Approach and techniques deployed:

- Review of current processes and documentation, including job postings, ATS, and offer letter
- Interviews with new hires and hiring managers
- Interviews with executive leadership to assess their purpose and needs with regard to company growth
- Consultation with industry experts to understand the broader landscape

Key output and impact:

Angela assessed the company's recruiting and hiring process, identified gaps and pain points, and provided a [comprehensive set of solutions](#) to address talent acquisition concerns.

Solutions she developed included a [new process flow](#) to move candidates through the steps more quickly, an updated [job posting template](#) to highlight company culture and benefits, recommendations to changes in the [Careers website and social media presence](#) to attract candidates, connections to key potential partners to [broaden talent pools](#), a hiring [manager toolkit](#) and [complete training script](#) to ensure interviews and the overall candidate experience were consistent and positive, and many more toolsets. Subsequently, Angela was engaged to project manage the implementation of these resources into the company's TA process and has since been retained for other talent management initiatives.

"Angela has been highly effective in rapidly understanding our team culture to address opportunities and concerns." – HB, CEO