



TalentBox

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TALENTD
DISCOVER DIGITAL

How TalentD saw an average ROI of 103% for their Consultants that went through the TalentBox program.

Introduction

Company

TalentD Recruitment are a newly launched boutique Recruitment agency in Sydney that focuses on helping a number of Australia's flagship eCommerce and Tech businesses fill niche roles across Digital Marketing, eCommerce, Web Development, Sales and Software Engineering.

Context

Since launching, the team quickly grew to 6 full time consultants. The Founder of TalentD, Troy Buffenbarger, is an advocate of high standards, providing a career pathway to team members and giving them the best chance of succeeding.

Challenge

Two of the TalentD team were at key moments in their respective careers. One Consultant was taking full responsibility for the Tech desk, and the other was transitioning into a new desk, Tech Sales. Troy wanted to invest in their personal growth, and so engaged TalentBox to deliver onsite training.

Why TalentBox?

“Being the sole founder of an agency and setting up with a team of consultants, time is very precious. From building a client base, company procedures, marketing, automation tools etc training was a critical part of the puzzle that I wanted to ensure was fulfilled to the highest standard. From getting consultants bought into TalentD and more importantly, getting the best out of them, it was vital it was done with structure and consistency.

We chose TalentBox as we wanted a solution that was done in person and could work on practical as well as classroom. We looked at a number of other training solutions, however, we loved Alex’s tailored approach. From the initial fact finding, build of a training schedule to the delivery, it was top notch.”

Troy - Founder of TalentD

The Solution

Through a discovery workshop, TalentBox identified a number of areas to support the Consultants, specifically in candidate qualification, BD, cross-selling and organisational skills.

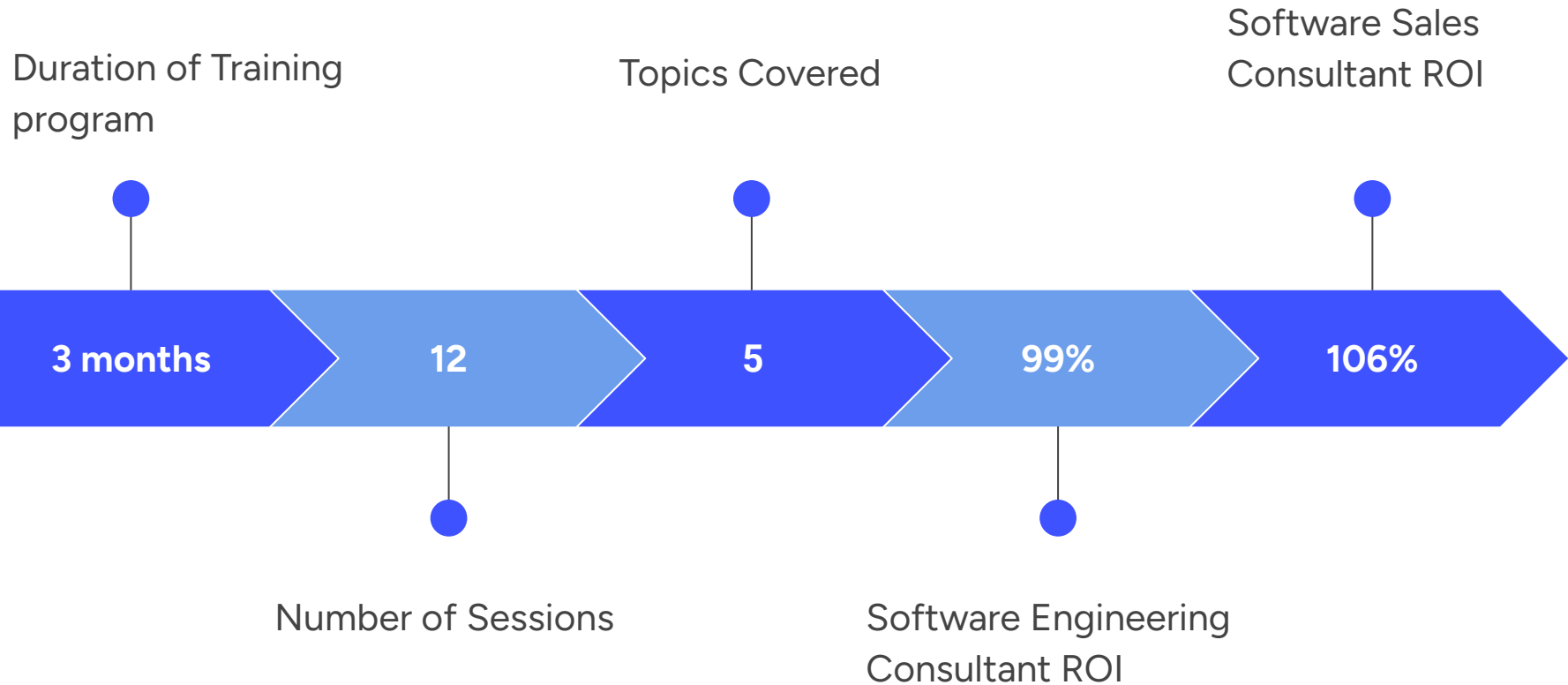
TalentBox then delivered a series of onsite sessions with the two consultants that ranged from theory work both 1-on-1 and in groups, and practical on-desk sessions to give the Consultants real time support training.

"The feedback I got from the consultants from first interaction and throughout was always glowing. The consultants felt valued as I was investing in their development, brought into what Alex was delivering and the results followed. With one of the consultants moving to a new desk and a junior consultant taking ownership of a full desk, it wasn't just a cookie cut solution. Both consultants are now delivering consistent billings and a consistent flow of new clients."

Troy - Founder of TalentD



The results?



What do the Consultants think?

What was your overall experience like of the TalentBox program?

"My experience with TalentBox was great! It was extremely helpful to initially work out what I was doing right and what could use some improvement. To then work on those things with goals and outcomes in place, I quickly saw improvements."

What about their approach helped you the most?

"The TalentBox approach was very personal and catered to me – not just a catchall. This aspect benefited me the most because it gave me great direction. The on-desk work helped me the most I would say. It really helped set positive habits with my work and affirm the theory we worked on prior."

Would you recommend TalentBox to other Consultants?

"Absolutely. It is the perfect way to take your recruitment skills to the next level."

How would you describe TalentBox's training style?

"Personal and patient. Alex helped identify which parts of my work needed improvement and gave me the tools to fix them. We were consistently checking the outcomes of my work across the training period. When the wins started coming, he made sure to congratulate me but (more importantly) helped make sure I continued the good work so they kept coming."

Jack - Software Engineering Consultant

What do the Consultants think?

What was your overall experience like of the TalentBox program?

"I really enjoyed my experience with TalentBox. The sessions that we had were detailed and well thought out and focused on having good processes. I got that sense from the first sessions we had with TalentBox."

What about their approach helped you the most?

"Alex was very open, no question was a stupid question. When you are early in a recruitment career I feel that is vitally important. The sessions were really structured, which helped me transfer into my working day. Before starting TalentBox training I wasn't much of a planner, I am now."

Would you recommend TalentBox to other Consultants?

"Yes definitely – Since TalentBox I feel that I am more organised and confident in putting things that aren't high priority to the side and prioritising things that are high priority. Since the training, the evidence shows that I am bringing in new business and securing more jobs to work than before."

How would you describe TalentBox's training style?

"Excellent. The classroom sessions are interactive and not too long. And then to put into practice what I learned whilst he is available for any queries worked perfectly for me!"

Dylan - Software Sales Consultant

Want to see how we can help?



"Your toolbox for the modern recruitment landscape"

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