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Designing and Integrating Your HR and Talent Acquisition Strategic Blueprint

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Session CPE Requirements

- You need to attend 50 minutes to receive the full 1 CPE credit.
- 4 Polling Questions will be launched during this session. You must respond to a minimum of 3 to receive the full 1 CPE credit.

Both requirements must be met to receive CPE credit

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Designing and Integrating Your HR and Talent Acquisition Strategic Blueprint

Summary:
This webinar aims to equip participants with the knowledge and skills needed to develop and implement a cohesive strategic blueprint for HR and Talent Acquisition. By exploring the alignment of these functions with broader organizational objectives and delving into practical strategies for integrations, we hope you will gain valuable insights into optimizing workforce planning and recruitment efforts for long-term success. In addition to the core learning objectives, we will also explore the importance of technology and data analytics in modern HR and Talent Acquisition strategies. Our goal is to help you gain an understanding of the key performance indicators and metrics used to assess various aspects of workforce planning, recruitment, and retention strategies. By learning how to analyze these metrics effectively, we hope you will leave today's session equipped with ideas to evaluate, identify areas for improvement, and make informed decisions to drive strategic outcomes within your organization and your future forward strategic initiatives.

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Learning Objectives

Recognize the importance of aligning HR and TA strategies with overall organizational goals

Recall leading practices for designing and integrating HR and TA strategies

Identify common challenges and potential solutions in designing and integrating HR and TA strategies

Recall what you learned about leveraging technology and data analytics to enhance your HR an TA processes

Identify methods for measuring the effectiveness and impact of HR and TA initiatives through key performance indicators and metrics

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CLA Presenters

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Polling Question #1

Does your current organization have…

a. Human Resources
b. Talent Acquisition
c. HR & TA
d. None of the Above

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HR + TA = ?

- What happens when HR & TA join forces?
- What are the advantages?
- What are some disadvantages?
- Should HR & TA be separate divisions or a collaborative team?
- What if your HR team is your TA team?

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We polled HR & TA Professionals… How did they respond?

HR professionals polled

"There can be blind spots/overlap between the business partners that support leaders and the TA person supporting the same leaders. If those 2 aren't in lock-step, nuanced conversations with the leader/manager that occur with one might not be relayed in "real time" to the other, causing confusion, extra work and potentially loss of confidence from the leader/manager that the two aren't collaborating efficiently."

"When done right, there is a seamless transition from courting, interviewing, closing, on-boarding, socializing and performing. Additionally, IF led by HR, there are usually better reporting functions to help with visibility into pipeline, potential upcoming roles and nuances of team/manager that the role sits within."

TA professionals polled

"Deep dive into each interaction and step to understand the experience on both sides, solve for experience using a holistic approach to time spent, information gathered and shared and whether that experience should lead to an easy decision to offer or join. Then continuously seek to improve the process, tools and interview quality."

"Having more hands to help with screening and sourcing for sure is the biggest advantage. Also having an "in" with the team who creates offer letters helps."

"Staying organized if we have more than three people working on recruiting items across different sites. Our ATS is awful and our managers, despite training, aren't great at using the tool".

"We do quite a bit of cross training between all functions of HR so everyone understands the other functions roles and responsibilities. It also helps that we are an in office company so this is accomplished relatively easy and in real time."

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Best Practices in Assessing, Aligning and Integrating Human Resources and Talent Acquisition

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Building a Foundation for Success

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Talent and Business Planning

- How do industry trends and market dynamics influence your talent planning decisions?
- What methods can you use to forecast future talent needs based on business growth projections?
- How can you align individual talents with the overall business objectives?

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Talent Acquisition

- **Recruiting is everyone's job!**
- HR & TA should ALWAYS be wearing the same uniform
- What does the life cycle of your candidate experience look like?
- What does the life cycle of your employee experience look like?

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Attracting Talent

- Always be recruiting
- Be in the market early and often
- Be sure that your online presence is updated and current
- Foster a diverse and inclusive workplace that values diversity and promotes equity!
- Create a streamlined candidate application process, make it easy for candidates to apply
- Competitive total rewards

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Succession Planning… What's that?

- Smaller to medium size companies believe that succession planning is only for big companies
- Fear around disruption, "If we talk about succession planning, we could upset or scare away the incumbent"
- Several companies focus more on near term planning than long term planning
- Lack of knowledge & resources

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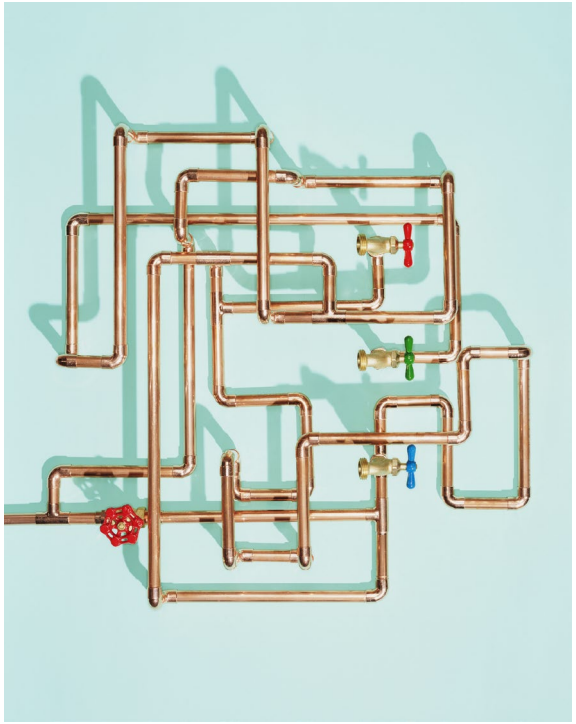
Building and Maintaining a Talent Pipeline



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Talent Management

- What are key components of effective talent management?
- How do you foster a culture of continuous learning and growth within your talent pool?
- What are some of the trends in talent management that you need to be aware of?

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Polling Question #2

What do you feel your organization does extremely well?

a. Assessing organizational needs and understand business strategy and goals
b. Have established first in class hiring practices
c. Strength in building and maintaining a strong candidate pipeline
d. Attracting top talent
e. Succession planning

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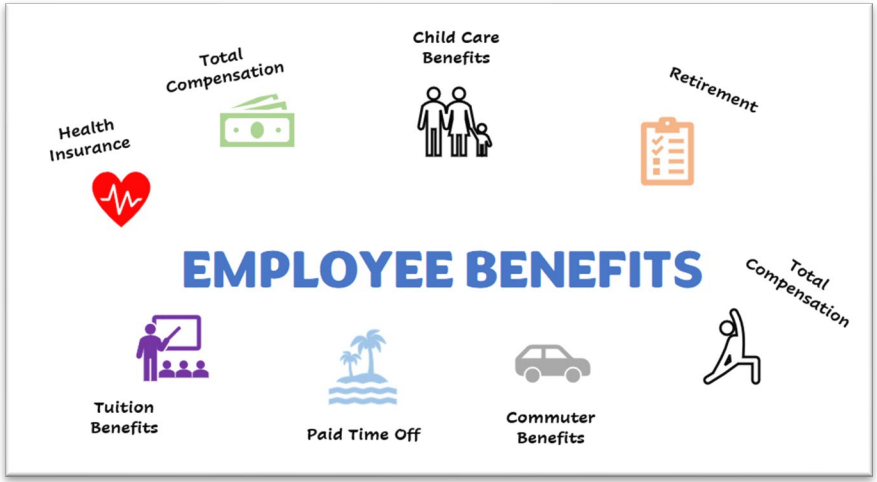
Total Rewards

- How can you ensure your total rewards strategy aligns with your company's values and goals?
- How can you tailor your total rewards package to attract and retain top talent?
- How can you assess the effectiveness of your total rewards packages?



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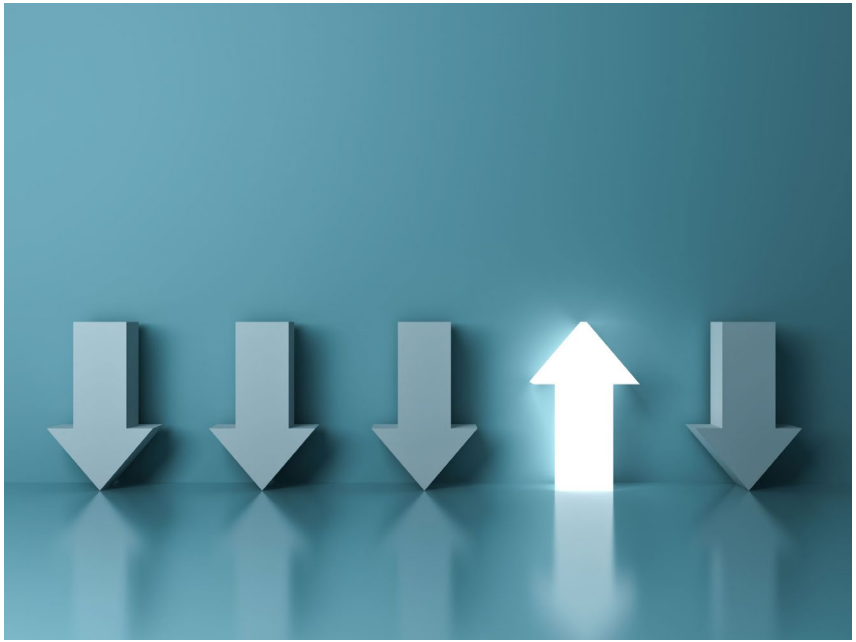
Retention Strategies, how they play a BIG role!

- Stay Interviews
- Exit Interviews
- 1:1’s
- Employee Engagement using polls, data, and analytics
- Town Halls



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HR Analytics & Technology

- How does HR analytics and technology contribute to the recruitment and selection process?
- How can you leverage HR analytics to identify trends and patterns in employee turnover and retention?
- What are the future trends in AI that will influence the HR and Talent Acquisition landscape?

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Polling Question #3

What resources do you feel are missing in your approach to better design and integrate your HR & TA strategic blueprint?

a. Professional guidance or consulting
b. Financial investment
c. More dedicated staff
d. Better technology or tools

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Q&A

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Thank You!

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