

ENGAGEMENT BACKGROUND

HirePower was engaged by a regional government Client with a newly appointed Talent Acquisition leader, to rapidly align and increase performance across a 20-person team from various Client groups.

Our project scope included identifying opportunities to accelerate change management and transform the existing, reactive and admin heavy, recruitment function.

HIREPOWER SOLUTION

HirePower designed and facilitated a series of multi day workshops with the entire recruitment department in segmented teams:

- Mapping all critical recruitment processes.
- Time analysis including identifying elapsed times for each part of the recruitment value chain.
- Future desired state process map including digitization.
- Identified non-recruitment related tasks, delays and duplication(s).
- Highlighted all opportunities to streamline.
- high-level change management road map.

HirePower's analysis concluded that up to 20% of resources time could be redeployed to value added and strategic initiatives to support optimization.

RESULTS

HirePower successfully received buy in on all recommendations, future state process maps, and next step action plans. The approved road map provided aid in executing the transformation of the existing, reactive and admin-heavy, recruitment function to an optimized and integrated talent acquisition model. HirePower was invited back to project manage and support the implementation.



Current and future state process maps designed to be structured and highly collaborative



Road map of 24 high impact, low effort items, and 15 high impact, high effort items



Strategy to fully utilize technology throughout the process to optimize and streamline data storage, recruitment, and selection practices

