

TalentRISE provides consultative, highly tailored recruitment solutions to meet an organization's most pressing talent challenges. Founded in Chicago in 2008 with a national network of specialized talent consultants, the firm serves clients in multiple industries and across all organizational levels, from high-growth companies to leading global brands.

- ✓ Consultative approach
- ✓ Transparent methods
- ✓ Metrics-driven results

## CORE SERVICE OFFERINGS



### **FlexSEARCH**

**For executive leadership and critical roles**

- Research and Candidate Development
- Talent Attraction and Assessment
- New Leader Assimilation/Coaching
- Leadership Succession Planning
- Specialty Recruitment Solutions

### **FlexRPO Recruiting**

**For roles beneath executive level**

- Recruitment Process Outsourcing
- Contract Recruiting
- Pipeline Sourcing
- High-Volume Recruiting

### **Talent Consulting**

**For optimizing in-house recruiting**

- Talent and Recruitment Strategy
- Employment Branding
- Organizational Design
- Technology Advisory
- Technology Implementation
- Process Improvement
- Change Management

# TALENTRISE SERVICES IN ACTION: REAL-WORLD EXAMPLES



## **FlexRPO: Fast Scale and Results for Retail/eCommerce**

A leading global retailer needed to quickly ramp up recruiting efforts to attract top eCommerce talent from leading industries to help fuel its growth. TalentRISE's solution, designed in just three weeks, involved managing two separate hiring processes/recruiting systems and designing an integrated real-time recruiting dashboard. A team of dedicated senior recruiters and sourcers, well-versed in direct sourcing and engaging passive talent, generated 32,000 qualified prospects and screened 3,000 candidates resulting in 1,200 interviews and 200 hires, all in just eight months. Project data analytics and competitive intelligence also revealed insights for the future about talent attraction, employer brand, and who/what industries were most viable.



## **FlexSEARCH: Delivering in Midst of Business Transformation**

To help speed the transformation of its global consulting business, an emerging professional services firm needed to swiftly add two Solutions Principals. This versatile leadership role serves as a liaison between the firm's sales and delivery teams and their clients, making it a very tricky position to fill in general, and particularly challenging given a tight labor market and time frame required. TalentRISE worked closely with the business unit head to define a very specific set of qualifications and criteria for screening and interviewing candidates. Nearly 300 targeted individuals were sourced, and in the end, four were interviewed by the client, three received offers and two were hired, all within just 90 days.



## **Talent Consulting: Big Beverage Gains From Talent Acquisition Assessment**

A recently merged and rapidly growing \$6 billion alcohol beverage company needed a comprehensive organizational/talent acquisition function diagnostic. The assessment spanned multiple North American business units where recruitment practices, resources and results varied greatly. With the goal of identifying optimum recruiting, HR structure and staffing mix for talent acquisition delivery that could effectively scale to meet rapidly changing business needs, TalentRISE delivered a gap analysis and multi-phased roadmap for a new recruiting organization model, key process improvements and change management insights. In tandem, TalentRISE provided an on-demand interim recruiting team, resulting in improved cycle time and a 28% cost reduction.



## **FlexRPO: The Need for Speed in Financial Services**

Despite a strong brand to attract talent, one of the largest retail banks in the U.S. was challenged during a peak hiring period to swiftly recruit customer service roles. More than 200 were needed for three hub locations in just six weeks. Leveraging its FlexRPO methodology, TalentRISE deployed a virtual team consisting of project manager, four recruiters, sourcer and analyst. Utilizing recorded voice interviews, texting and chatbot techniques, and targeting relevant retail social profiles, candidates were sourced for pre-scheduled interview days to streamline the selection process. In total, 4,900 candidates were sourced and 1,200 candidates were interviewed, resulting in more than 350 onsite interviews, and the hiring objective was met.



## **FlexRPO: On-Demand Pipelining for Coveted, Passive Talent**

Working in close partnership with the internal recruiting team of a leading global consulting firm, TalentRISE developed a strategic pipeline sourcing solution to reach passive, scarce, highly skilled consulting managers for critical open positions and future anticipated hiring needs. A talent pipeline of nearly 8,000 candidates was built, yielding more than 160 interviews. The client ultimately filled more than 10 Senior Consultant and Manager-level positions over eight months at a cost savings of more than 20% compared with contingency search.