

Strategic Talent Solutions

Since the costs of human capital in most organizations account for nearly 70% of operating expenses, it is crucial to get the most out of that investment. Having the right talent with the right capabilities engaged in the right initiatives is the recipe.

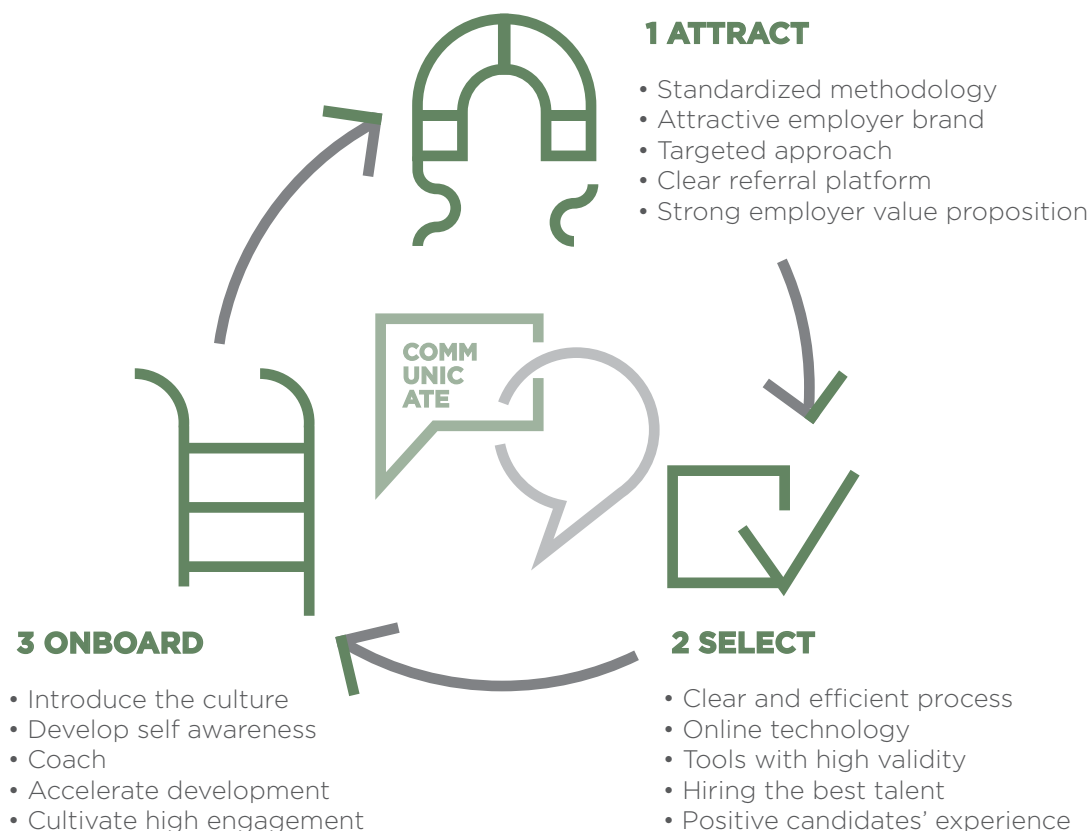


Success in an increasingly digital world demands a wider range of skills, new ways of thinking and a broader talent pool. However, hiring the right person for the right position has never been an easy task. The dot-com years brought real struggles into businesses - not only in terms of finding the right talent for the open role, but finding any talent at all. In those years, the term “employer of choice” was developed and strings of perks were built into job offers with the objective of attracting the best external talents, but unfortunately outcomes were seldom positive. Unrealistic expectations were built up among the external candidates, companies failed to truly differentiate themselves from their competitors and the total cost of the hiring process was significantly impacted.

How can a business create a more desirable workplace than its competitors?

Simply put: by outperforming them. Everyone likes to work with a winning team and great brands. That is why successful companies have fewer issues with attracting talent. Nevertheless, mastery is found in the quality, not the quantity of applications. The goal is to find a person for a vacancy who has the needed capabilities and even more importantly, shares the values of the company and demonstrates behaviors aligned with the organizational culture.

Organizations which hire for cultural fit and which develop the skill set of their talents progressively have an engaged workforce and the potential to outperform their competition. That is why the Grit team passionately supports organizations to develop:



It is very powerful to be recognized in an industry or a market as the organization everyone aspires to work for. An organization with a reputation for inclusiveness easily turns into a magnet for high performing and diverse talent. In return that talent better taps markets' potential, fuels creativity and propels innovation.

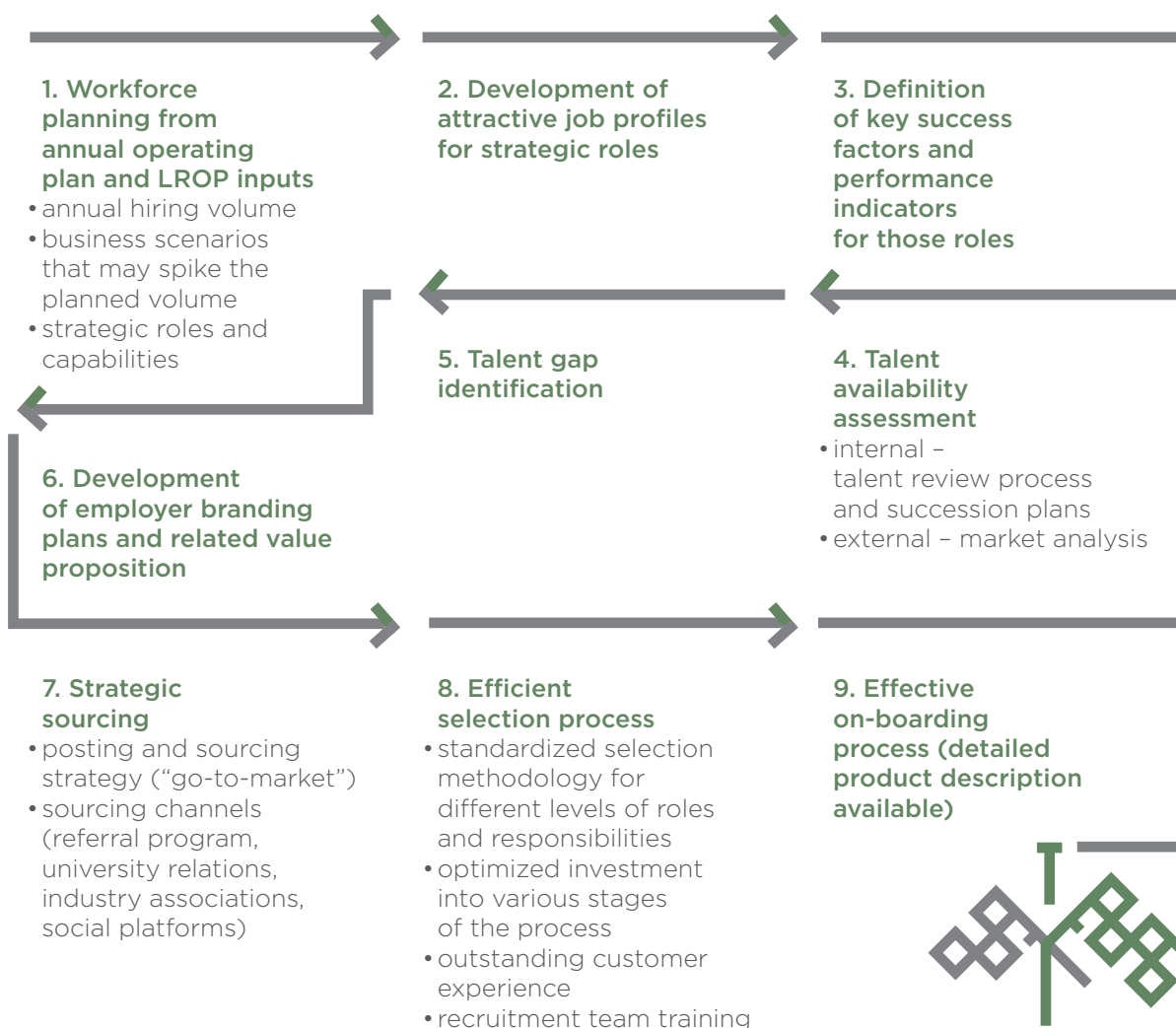
Diverse talent in inclusive cultures also actively attracts other high performing talent from their networks. That is why an inclusive culture by itself over time becomes the best employee value proposition any employer can develop.

A robust leadership pipeline is critical for driving strategy and growth so organizations

can achieve their goals. That is why building a solid pipeline of future leaders with the skills to manage a complex and inclusive organization remains a high priority on leadership agendas. But even though many organizations have invested significant resources in leadership and talent development, only few have a sizable pool of leaders ready to take on greater responsibilities and the challenges of the future. Creating a vibrant succession pipeline that consistently generates a flow of ready-now leaders means that organizations have to make leadership development a primary responsibility at all management levels.

Milestones in strategic talent solutions

The Grit team knows that with regards to this complex issue, one size simply does not fit all. We therefore tailor talent management practices according to industry specifics, business lifecycles and our customers' strategic orientations. We take a holistic approach and provide strategic talent solutions through:



Today's organizations need to attract and grow top-performing talent, create engaging and collaborative cultures, as well as connect the right people into networks that will get work done. We at Grit International have the passion

and the methodology to support organizations in creating open and inclusive cultures which enable their engaged workforce to exceed their own career aspirations.



A 2015 survey on leadership development reveals that organizations generally operate with a 50/50 "build" versus "buy" ratio to fill leadership gaps, even though they say the ideal ratio, based on current best practices, is **67%** "build" and **33%** "buy" —**KORN FERRY**



93% of CEOs report that they need to change their strategy for attracting and retaining talent, but **61%** of them don't know where to start —**PWC**

Benefits of the Grit methodology

- ◆ Efficient selection models
- ◆ Efficient services to develop talent
- ◆ Effective onboarding models
- ◆ Targeted approach to talent sourcing
- ◆ Recognizable and attractive employer brand
- ◆ Innovative, validated online assessment tools for both internal and external talent markets
- ◆ Trained and strategically aligned recruitment teams
- ◆ Capabilities to develop strong employer value propositions