RPO:
Reactive, Proactive, Optimized
Where do you fall?

Yoh
A DAY & ZIMMERMANN COMPANY

WELL.
Let's find out. Shall we?

Use our tool!

When developing a recruitment strategy, talent acquisition leaders have several factors that they must consider. Often, the reality of limited or constrained resources supersedes the theory of implementing a fully optimized recruiting plan.

Use this tool to help you self-assess five key aspects of the talent acquisition process: **the recruitment strategy, organizational resources, process, technology and metrics.** Identify where the holes lie in your existing strategy, and where you hit the mark.

#1 Which best defines your current recruitment strategy?
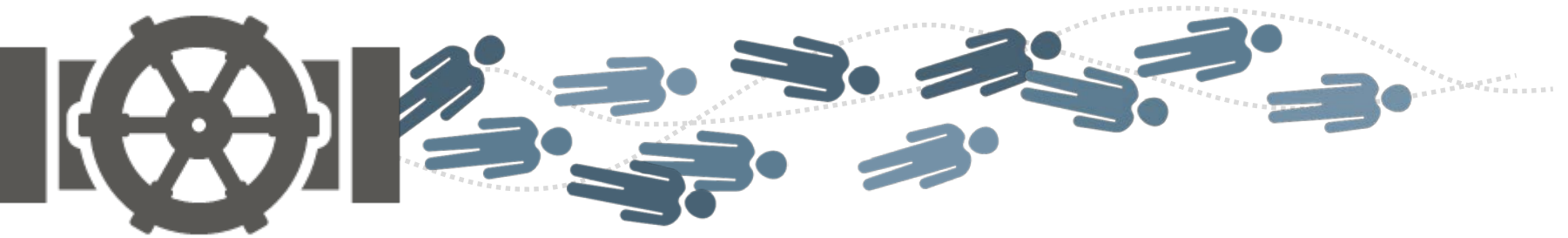
− REACTIVE

There isn't a steady stream of candidates in our talent pipeline because we aren't able to get ahead of the curve and/or we aren't sure how to deploy recruiting resources effectively.

+ PROACTIVE

We have a steady pipeline of candidates with some dedicated recruiting resources to support proactive recruiting and sourcing efforts.

★ OPTIMIZED

There is a clear workforce place that includes a flexible support structure to account for scalable hiring needs; such as peaks in hiring volume or seasonal hires.

#2 Which best describes the talent acquisition team?
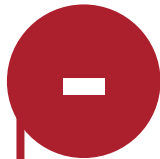
− REACTIVE

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We often find ourselves scrambling to secure recruiting resources and relying heavily on HR individuals to recruit for the company. Sometimes, we call on supplemental resources, like staffing agencies, to fulfill our recruiting needs.

+ PROACTIVE

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We have a dedicated Talent Acquisition (TA) team that is aligned with the Hiring Manager's and/or to the current business goals, and are allotted some recruiting resources.

★ OPTIMIZED

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There is a strong alignment between the TA team, our Hiring Managers and the company's current business goals. The structure of our talent acquisition team is segmented by task to ensure optimal efficiency.

#3 Which of these does your recruiting process mirror most?

— REACTIVE

Each hiring manager handles recruiting differently, and therefore, there are inconsistencies in our process across different business units and/or geographies.
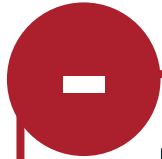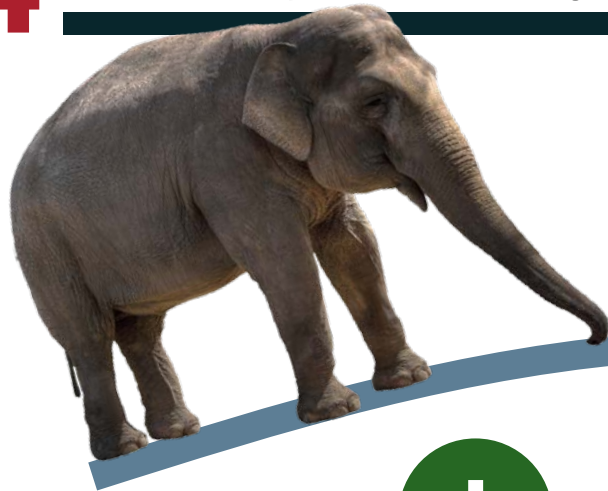
+ PROACTIVE

There is a centralized recruiting process implemented by HR, but it is not documented and/or fully optimized. Also, we do not have a process compliance program, but can refer to some process breakdowns when issues arise. Pressure from the business and hiring managers is forcing the talent acquisition team to accommodate individuals which creates inefficiencies and the possibility for error.

★ OPTIMIZED

There is a well-documented recruiting process followed by each member of the TA team, and we are continuously evaluating and optimizing each step of the process to yield the greatest output. We have quality and consistency checks to ensure compliance.

#4 How do you leverage recruiting technologies?

REACTIVE

We are currently using a spreadsheet to track candidates, OR we rely on an ATS, but we are only using it as a database. We are unable or unsure of how to track key talent acquisition metrics.

PROACTIVE

We use our ATS as a database as well as for some process-based procedures. We aren't 100% sure of the full functionality of our ATS due to a lack of time and/or resources to keep up with the latest software updates and industry best practices.

OPTIMIZED

Our ATS serves as our database, it is process optimized and we are constantly utilizing for sophisticated reporting purposes. We have a team member(s) dedicated to evaluating and identifying new functions within the ATS and communicating the specific findings to our TA team and executive leadership.

#5 How do you measure talent acquisition?

REACTIVE

We don't have access to and/or currently report on any metrics.

PROACTIVE

We report on basic metrics to support talent acquisition efforts, but one of the following is happening: we aren't sure what do with the data at our disposal, it isn't being shared outside the department, and/or it is not being incorporated into the business strategy.

OPTIMIZED

The Talent Acquisition team is metrics heavy. To fully leverage the HR data being collected, we set up executive dashboards that are used to drive business decisions. These might include where we stand compared to our competitors, how our branding efforts are impacting talent acquisition, and how the TA team is contributing to the business goals.

FINAL RESULTS
How did you measure up?

After seeing what a truly optimized recruiting strategy looks like, it is common that many organizations will find themselves at varying levels of optimization. If you consistently found yourself at Levels I or II, it's important to first identify the area(s) of weakness, and then determine how to course correct.

This critical first step proves increasingly challenging when you consider lack of time, lack of resources and/or lack of budget. To achieve a fully optimized recruiting strategy, many organizations turn to outside professionals, like Recruiting Process Outsourcing Providers, for help. When partnering with the right RPO provider, you can anticipate the provider will make honest and accurate recommendations to improve your recruiting output by examining your existing talent acquisition structure.

If you think your organization could benefit from a chat on how to improve its recruitment strategy, request to speak to a Yoh RPO staffing expert today!

CLICK TO LEARN MORE!

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