

## The Pitcairn Partners Newsletter

### Welcome to the Second Issue of Talenter News!

In this issue, we highlight the cost of bad hires.

Research shows that **Talent Acquisition** (the HR process with the highest business impact) often has a failure rate of about 50 percent.

Massive costs, negative business impacts, and lost productivity result from hiring failures.

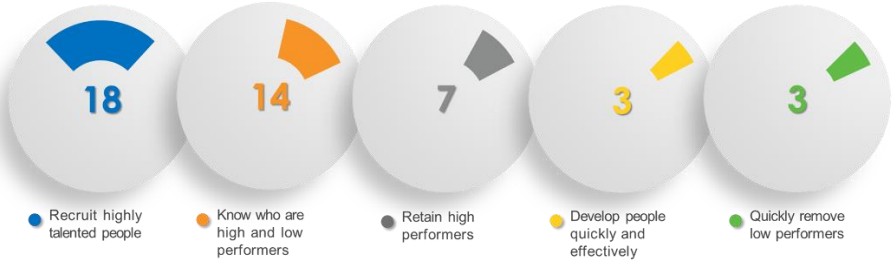
Take a closer look at you **TA** process and thoroughly improve your results!

**In this Issue:**

- The Cost of Bad Hires
- Questions that Drive Talent Acquisition Success
- Meet the Pitcairn Team  
Spotlight on Walter Baker  
Founder – Managing Partner

### 82 percent of Fortune 500 executives don't believe that their companies recruit highly talented people.

% of Fortune 500 executives who agree that their organizations...



- The financial impact of talent acquisition on an organization is massive, and yet, it is not captured by most enterprises. Results will be positively influenced by the addition of top performing talent (McKinsey).
- Top performers, in managerial roles, will deliver about 50% more than the average, while those in sales positions tend to produce even higher results.
- Conversely, failures in the talent acquisition process can generate significant losses. Depending on how critical the roles for the company's business plans are, the cost of bad hires can reach the equivalent of several years of their compensation.

**Here is how we can help:**

- *The main source of positive returns for your human capital investments resides in the ability of your acquired talent to perform at the expected levels, in a timely manner. That is what will ensure the accomplishment of your business goals, because a Stronger talent base that delivers better business results.*
- *A couple of things are key in this process:*
  - *Establishing a clear link between business plans and organizational capabilities,*
  - *Ensuring the infusion of talent needed to deploy and execute your most critical strategies.*

## Check the Effectiveness of Your Talent Acquisition Process



### Asking the Right Questions

Examine the Talent Lifecycle from A to Z! It starts with a thorough understanding of what kind of talent mix is needed to achieve the business goals and go all the way to ensure the brought in talent will stay and prosper with the organization.


For each step of the process, a selected set of questions helps to unveil critical information and define important aspects of the Talent Acquisition Project.

Clarity, ownership, responsibilities, standards and metrics become decisive measures of success.

**Here is how we can help:**

- *We partner with companies to transform the way that they assess and acquire their leaders and ensure a stronger talent base to deliver better business results.*
- *This is achieved through five stage process that will bring about demonstrable business results and enable long-term organizational advances.*
- *Our systemic and time-tested process will facilitate solving your toughest talent problems and help you fulfill your most ambitious business goals.*

## Meet the Team



**Walter Baker**  
Founder & Managing Partner

With 20 years of retained executive search experience, Mr. Baker has recruited a wide range of senior-level executives for multiple organizations in both the private and public sector domestically and internationally.

Prior to founding Pitcairn in 2015, Mr. Baker was Managing Director, USA, for Alexander Hughes. He started his career in executive search in 1987 with Russell Reynolds, joined Lamalie-Amrop in 1990 and in 1999 co-founded Meridian Partners, part of Signium International.

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