

Talenter News



The Pitcairn Partners Newsletter

In this Issue:

Managing your Key Talent Acquisition Projects with the Discipline of Major Capital Ventures.

Welcome to Talenter News!

Successful Companies are transforming the way that they acquire their leaders and ensure a stronger talent base to deliver better business results.

Ensure that your plans incorporate the talent needed to deploy and execute the enterprise's most critical strategies!

This can be achieved through a disciplined process that will bring about demonstrable business results and enable long-term organizational advances.

Boosting Talent Acquisition ROI Securing Business Results



Use a Quality of Hire Measure

Measure the on-the-job performance of new hires. Identify and focus on factors that top-performing new hires have in common.



Focus on High Impact Jobs

Allocate more recruiting budget, talent, and resources to revenue-generating, product development, and other high-impact jobs.



Use the Most Effective Sources

The highest impact recruiting activity is sourcing. If you don't attract quality candidates, no amount of quality assessment can produce a quality hire.

Want to learn more?

Visit us at

www.pitcairnpartners.com



The Quality of your Recruiters

Using cheaper or less experienced recruiters means that you will lower your ability to effectively assess or sell top candidates.



Invest on Employer Branding

Employer branding is the long-term attraction investment. It makes potential applicants more aware of your firm and what makes it a great place to work.



Use Effective Candidate Assessment Approaches

Skimping on interviews, assessments and reference checking may cause you to miss candidate weaknesses, resulting in expensive failed or flawed hires.

The business impacts of a top hire are multiple times greater than cost per hire. Winning the battle for top talent requires dedicated investments.

Meet the Team



IN THE SPOTLIGHT

Claudio F. Miers – Managing Partner

Mr. Miers holds 30 years of General Management and Human Resources leadership roles in the industrial automation, consumer and engineered products industries. Leveraging his success in complex international organizations, he partners with clients to optimize their return on the investment in leadership talent. His experience across the Americas has provided him with extensive cultural and diversity appreciation.

He excels in assessing human capital issues and developing solutions that both fit company culture and deliver improved business performance. His broad areas of expertise include talent management, compensation, organizational change and development, process improvement and lean enterprise. strategy and business development, acquisitions and divestitures.



Walter Baker
Founder
Managing
Partner



Thomas Short
Partner
CAO



Kristi Thompson
Managing
Director

Responding with agility to changing business and market forces and addressing your business plans with a sense of urgency, Pitcairn Partners is equipped to help.

We are ready and able to work with you to ensure you have the right talent on board to deliver your business goals.