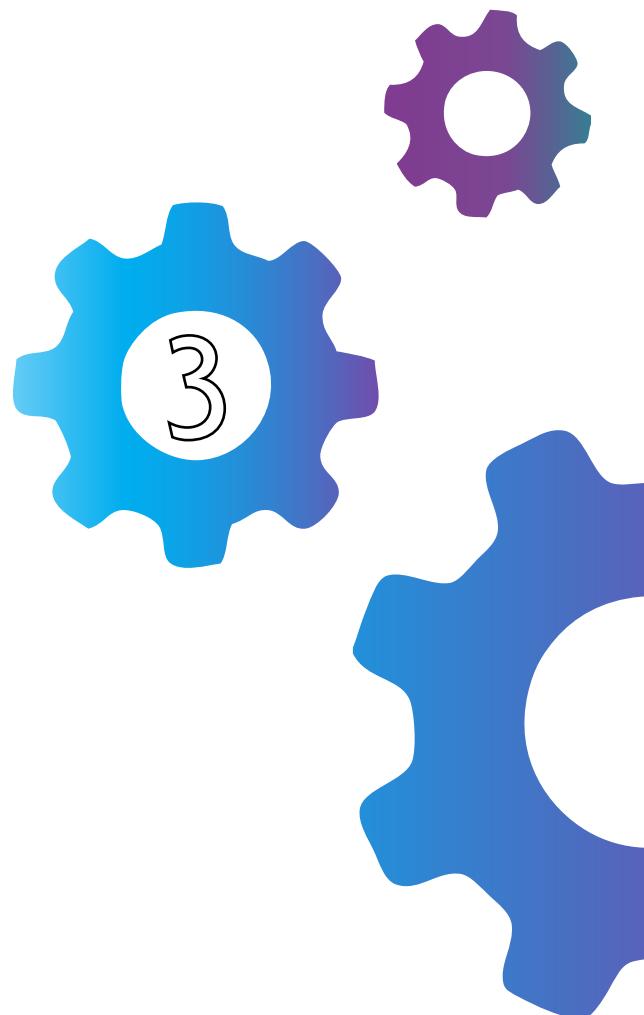


# Keeping the cogs turning

*Creating a recruitment strategy for 2022*



**Part Three** - *(of three)*



# A NEW TYPE OF TALENT PIPELINE

Traditionally, talent pipelines may have been a restricted pool of candidates that your organisation has been in communication with either individually or more likely working with a specific recruiting partner. These are the individuals who you have singled out as a possibility for your next hire.

These are often people with whom your company has formed a bond; perhaps they are previous unsuccessful applicants, former employees, customers, or part of your online network.

Advancement in technology has changed all of this.

The visibility of data and information has disrupted both B2B and B2C relationships, as well as the relationships between organisations and their employees.

With this increased visibility of data has come huge competition for people, their skills and experience as a resource previously unknown and untapped. At any moment in time any one of your key employees could be receiving an approach directly from a competitor in your sector, a recruiter or an alternative employer.

This is the unforeseen consequence to 'Linking In' and sharing our CV's on databases. Any comfort you may have had as an employer, believing your employees would only leave when they took positive action, is now firmly consigned to recruitment history. The flattery of being approached and offered a shiny new opportunity plays to most peoples ego and psychological need for approval.

**So how do you take  
a creative approach to  
something we have all  
had to adjust to?**





If you have taken some of our tips highlighted in part 2 of our series (communicate a clear vision, pay competitive salaries and be open to employee feedback) you may be in a better position than others when unexpected approaches are made to your current employees that result in resignation.

Moving forward, building diverse talent pipelines full of individuals you might never have possibly considered for your roles will be of paramount importance. Focusing on digital aptitude, excellent virtual communication and behavioural competencies that are transferable from one industry to another, rather than directly related job titles and experience. This could facilitate a smoother, quicker and ultimately successful recruitment campaign.

You will of course have to follow through with a thorough onboarding and training/development programme to ensure success for your new recruit.

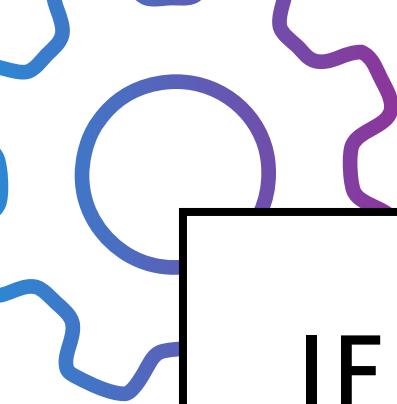
There is particular competition for people at the managerial and team leader level. Your managers need to be inspiring leaders and excellent communicators. Who will bring empathy, resilience, and the ability to flex and improvise in difficult situations.

Identify the qualities that you know will benefit your organisation in light of our Covid altered world and be looking for these attributes when creating your person specification and instructing recruiters.

Hiring managers often have specific ideas about what 'kind' of person they are looking for when they have a vacancy they need to fill. This may now require a cultural shift away from 'can-do' and a necessary change of perspective to 'will train'. Open mindedness and creative thinking when it comes to resource planning and hiring will be key as the competition for talented people continues to heat up over the coming months.

**How will you start this conversation, raise awareness and change the mindset so you can secure the people you need for your business to succeed?**





**IF YOU NEED  
SUPPORT WITH  
YOUR CHANGING  
RECRUITMENT  
NEEDS, WE ARE  
HERE TO HELP!**

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