

Reshape Talent Management Customized Consulting Solutions

Value Proposition

We propose **consulting solutions** to “Reshape Talent Management” and **reinvent** the **value chain** for **Talent Acquisition, Selection & Recruitment**.

And, this means move away from **traditional processes** and **mindsets** to **cultivate more diversity** across **attraction strategies, selection** and **integration**.

As **work environments** evolve, **talent management processes** also need to **modernize**, to better adapt to **employees** and **candidates’ expectations**.

In addition, **people** spend so much time at work, they seek more **purpose, meaning, happiness** and **recognition** in their jobs. **And, this is not a trend**.

Above all, employees seek **better places to work**, with real opportunities to **develop new skills** and **advance their careers**.

Most importantly, we help companies to **drive change** and cultivate **new progressive strategies** across **Attraction, Selection & Recruitment**.

Consulting Areas, not limited to...

Reshape Attraction

- Identify strengths & weaknesses in current value chain
- Challenge current road map & develop new channels to diversity & broaden
- Carry out Gap Analysis (skills, profiles, functions, business areas, behaviors...)
- Establish attractiveness of current roles & future career opportunities - office-based, remote working, international mobility, expatriation...
- Assess candidate experience & develop new KPIs that make sense

Employer Brand

- Benchmark & assess attractiveness as an employer of choice (online, offline, metrics, data evidence)
- Evaluate transparency of EVP & propose improvements for future
- Identify strengths & weaknesses (Employee Engagement, Diversity & Inclusion, Flexible working, Career Advancement, Retention issues, CSR, Financials..)

Assessment & Evaluation

- Identify key capabilities, skills, behaviors, leadership competencies, soft skills
- Create new selection tools and introduce competency-based interviews
- Train hiring managers to unlock potential & reduce biased decisions.
- Etc

Fee Structure

We work **transparently** with our clients and propose a **consulting fee**, based on complexity, timeframe, scope of project, agreed deliverables and objectives.

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