

First Annual Recruitment Learning Conference September 29 - 30, 2009



Educator:

Lee Ashton; VP and Director of Global Talent Acquisition

Session Title:

How to Create a Talent Acquisition Organization that Supports Global Recruiting Initiatives

Session Description:

It's one challenge to know the talent acquisition needs of your organization in every country that it operates, and it's another challenge to instill a proactive approach to identify and hire the right talent for every position. Research has shown that there is greater value gained by hiring passive compared to active candidates. But proactively, this must be taken a step further. It's about building infrastructure and corporate competencies to "know" who the best talent is in each market/country and using the right processes and resources to turn them into hires for your organization. This talent acquisition leader has successfully accomplished this challenge at two large, global organizations.

This session will teach you how to:

- Identify what levels of support are needed globally
- Identify what competencies are needed to successfully acquire the best talent in the market
- Build an internal recruiting structure and processes that can successfully execute to the established recruiting objectives
- Optimize your utilization of external recruiting partners and support