



FACT SHEET

TALENT DIAGNOSTIC FROM PEOPLESOUT

CHART YOUR COURSE TO A FUTURE-PROOF TALENT STRATEGY WITH PEOPLESOUT'S TALENT DIAGNOSTIC

Is your talent program falling short, leaving you unsure of the underlying problems or how to address them? Perhaps you've noticed time-to-hire go up, or you're struggling to attract diverse candidates. PeopleScout takes a holistic approach to sustainable transformation by diagnosing issues and designing forward-looking talent solutions.

Our Talent Diagnostic evaluates your entire talent lifecycle, offering insights into your employer brand, attraction strategy, candidate experience, technology usage, operating model, reporting and more.

Whatever the challenge, our team of experts brings together sector-leading insight and scientific know-how to ensure your recruitment process can adapt to shifting market demands.

TALENT DIAGNOSTIC AT-A-GLANCE

EVP & Market Presence

- Employer brand and EVP
- Job titles and descriptions + SEO
- Career site presence
- Talent personas
- Business climate

Operating Model & Strategy

- TA organizational structure
- Core TA job descriptions
- Business initiatives
- External efficiency resources (COE, GBS, Hybrid)
- SLAs and KPIs
- Future state roadmap and change management strategy

Workflow Design

- Current state process assessment
- Sourcing strategy
- Candidate experience audit
- Future state process design

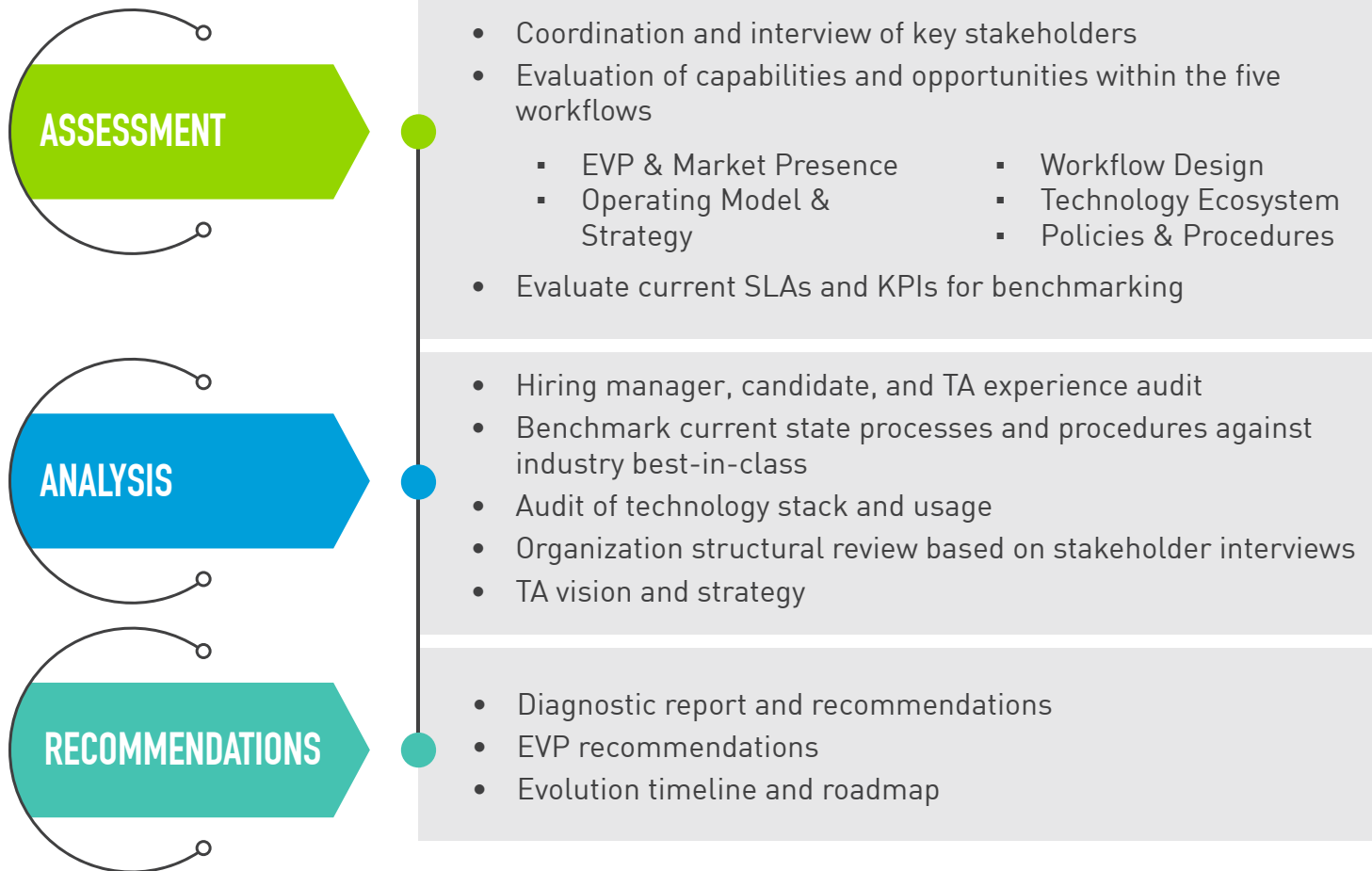
Technology Ecosystem

- Tech stack audit
- Tech enhancements and additions
- Candidate and hiring manager experience audit
- Reporting and analytics

Policies & Procedures

- Current state analysis
- Risk and compliance
- Templates and tools
- TA training
- Gap analysis

TALENT DIAGNOSTIC STAGES



CASE STUDY: KELLOGG'S

Kellogg's engaged PeopleScout for a Talent Diagnostic to support their ambitious growth plans. They wanted an objective analysis of their talent acquisition model to inform several initiatives, including a renewed focus on campus recruitment, candidate quality and more.

PeopleScout facilitated over 20 interviews with various Kellogg's stakeholders and assessed the entire talent lifecycle. Our final report gave an overview of the current state as well as recommendations to streamline their processes, create a more consistent candidate experience to improve quality and equity, and tactics to optimize their recruitment channels for larger, more diverse candidate pools.

"The expertise from the PeopleScout team created a big lift with little lead time and a tight timeline for deliverables. Additionally, I appreciated their time, thoughts, partnership and flexibility while we worked to align our approach with our HR and leadership."

- **HR Director**
Kellogg's