

Are your recruitment practices keeping up with changing talent acquisition needs and priorities?

## Recruitment Optimization

Are your recruiters still recruiting the same way they have for years? It's time to transform your Talent Acquisition function into a strategic business unit that delivers more value to your organization. With a focus on more effective and consistent processes and alignment of talent strategy to business objectives, DeGarmo can help you move from reactive and transactional to proactive and strategic. By balancing talent strategy with operational effectiveness you'll be well-positioned to identify, attract and retain the talent that is critical to drive business success



## Key Features



Qualitative and quantitative evaluation of talent acquisition function



Current state overview vs desired future state vision



Gap analysis, issue identification



Process redesign, technology assessment



TA organizational structure / delivery model options



Framework and roadmap for change

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### Benefits

- Improve internal talent acquisition capabilities
- Increase recruiter productivity and engagement
- Strengthen the alignment of talent strategy with business strategy
- Increase organizational impact
- Improve ability to identify, attract and retain the best talent to drive business success
- Optimize talent acquisition for competitive advantage

// With the help of your assessment solutions, we have really seen a reduction in our turnover.

Rae Fawcett | Senior VP, Human Capital |  
Carey International

// DeGarmo did an excellent job revolutionizing our recruiting process and helped us leverage a new tool for one way interviews.

Sarah Michels-Newell | Talent Acquisition  
Manager | The Horton Group

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