

Talent Consulting Solutions



The Talent Labs is a leading global membership, training and consultancy organisation providing practical, tactical and strategic insight and support to a thriving community of some 13,000 Talent professionals.

With combined Talent experience of over 200 years, we are passionate about delivering a range of services and solutions to members and clients across the Talent industry to help make it that little bit easier.

The Talent Labs has extensive experience of designing and delivering training to both Talent professionals and people managers over the past 10 years.



Meet Our Consultants



Rachel Dalboth
Director, TA Centre
of Excellence



Jemma Wilkinson
Talent Solutions
Manager



Sarah Lane
Talent Solutions
Manager



Jo Riche-Webber
Talent Solutions
Delivery Manager



Agne Kinduryte
Talent Solutions
Delivery Manager



Ted Miller
Managing Director
TD & TM



Darren Wall
Talent Solutions
Delivery Manager

Why Consultancy and Why Us?



The Talent Lab's consultancy services are designed to help you navigate challenges and priorities, and ultimately, unlock opportunities to be on the front-foot. We offer solutions that focus on the things that matter – capability, capacity, efficiency, simplicity and pace

Whether it is auditing all or part of your Talent function, unpicking a complex problem to find the optimum solution or simply picking up a project when you don't have the time to get to it yourself – we are there to support you however you need us.

Agile expertise

With 200 years combined talent and recruitment experience, our specialist consultants can drive entire projects that transform your Talent function or roll their sleeves up to take projects off your plate so that you can get back to the day job.

An external lens

We know that sometimes another pair of eyes on something can make all the difference. Bringing expert insight and from across the talent spectrum, we provide external perspectives that add objectivity and credibility to the initiatives you want to implement.

No project too big or small

Our consultancy services mean you never have to tackle something alone. Whether you need an external perspective on a complex problem(s), want someone to do the heavy lifting on a transformative initiative, or have been grappling with a small project on your to-do list for a while, we can provide advice, guidance and support.

Commercial value

We know that consultancy can sound like an expensive luxury. We have all heard the phrase "consultants borrow your watch and tell you the time." We pride ourselves on delivering high quality work without the silly price tag. We get to the heart of problems quickly and find and implement solutions that add genuine commercial value back to your business.

Scalable, customised solutions

We understand that every client is different and so is the scale of the problem. We take the time to understand your needs and build you customised solutions relevant to your business and challenges.

A trusted partnership

Working with The Talent Labs means having a trusted partner who works as an extension of your team, with the scalability that you need through our proven team of expert consultants.

Our Approach



1 AUDIT

Our comprehensive effectiveness review goes beyond the surface, diving deep into your processes, systems, people, structure and cost base. We examine every element, identifying both the stumbling blocks and opportunities for your Talent function.

Our expert analysis offers insights that enable us to provide actionable recommendations.

2 DESIGN

Building upon the insights gathered during our Audit, we craft bespoke 'best practice' solutions tailored to your needs. Our solutions are carefully aligned with your Talent strategy, considering your available resources, budget constraints, and prevailing market conditions.

We create blueprints that not only align with your vision, but also maximise your chances of success.

3 IMPLEMENT

Whether you're looking to breathe life into our recommendations or have a Talent project that requires a seasoned hand to execute, we're here to get things done.

Our commitment to action is one of our core values, and we bring our expertise to the forefront to ensure your projects are delivered efficiently and effectively.

4 REVIEW

To ensure transparency and accountability, we establish industry-standard benchmarks that allow you to measure the progress and success of our solutions.

We're deeply committed to providing tangible value, and our rigorous measurement approach ensures you can see the real impact of our partnership.



Our Approach



Our consultancy model looks at the change you need through three lenses:

1. Your strategic drivers for change to establish effective outcomes
2. The business enablers required to ensure those outcomes are successful and sustained
3. The ongoing delivery you need at each stage of the talent lifecycle to achieve the change

Whether the change required is across talent acquisition, talent management, learning and development, or all three, we have the expertise to support you from strategy to delivery.



Strategic Drivers

Pace

Cost

DE&I

Engagement & Experience

Culture & Values

Organisation

Efficiency

Agility

Enablers

Tools

Capability

Processes

Technology

Measurement

Management

Structure

Governance

Policy

Example Solutions



Upskilling talent teams and hiring managers

Review of Inclusive hiring, development and management approaches

Candidate or employee experience appraisal

Value and behavioural frameworks development

Target Operating model review

Functional Audit

Tech stack review

Talent strategy review and supporting policy and process implementation



Outcomes



If you are going to spend money on consultancy services, you must know that it is going to create impact and add value back to the business/organisation.

Here are some of the outcomes we have successfully delivered for our clients:



ROI through improved efficiencies around time and resource



Higher candidate and hiring manager satisfaction and engagement



Better retention of employees



Improved employer branding and attraction/retention of talent in a competitive market



Greater agility and flexibility to cope with volumes



Faster turnaround of projects and initiatives that support business strategy



Positive perception of Talent teams leading to greater investment from the business



Increase in diversity of talent and thought-leadership, leading to better innovation & revenues

I can honestly say how impressed team TUI have been thus far. From the initial conversation with Jemma whereby we really felt listened to, to receiving super prompt and efficient follow-up and a bespoke training plan of action put in to place at speed for our Global Team.



I have no doubt that this consultancy work has, and will continue to, help us shape the TA strategy for AWE and help us drive further improvements into the business. As such I have no reservations in recommending The Firm for similar consultancy projects into other TA functions, regardless of sector or industry.

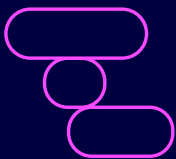


Pricing



We cost our consulting assignments on a daily or total project cost basis, taking account of complexity, scale, required resource and expertise.

No hidden costs, we like to simplify the complicated when it comes to what we charge and why, and we will always try to balance your needs with your budget.



THE
TALENT
LABS

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We appreciate that every organisation and every team has a unique set of challenges. Whatever problem you are trying to solve, just talk to us – we will always be honest about if and how we can help.