

Connecting the Power of Your People : The Evolution of Talent Acquisition

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HR Transform
The Future of Work

WHO IS ROSS PITMAN

- Began my recruitment career 20 years ago
 - Joined GRS Recruitment 7 years ago
- GRS Recruitment was founded in Cyprus 18 years ago
- GRS celebrated 10 years of excellence in Malta this year
 - Recruitment Solutions
 - HR Solutions
 - Personality Assessments
 - Payroll and Contractors
 - Salary Benchmarking



Powered by Passion



THE EVOLVING WORKPLACE

- User experience
- Physical & Mental Wellbeing
- Reduce turnover
- Increase Engagement
- Ease burnout



KEEP IT REAL

- Bluntness & honesty
- Personalise the job advert
- Use the right tone
- Optimise the job advert with keywords



PROCESS EFFICIENCY

- Candidate Attraction
- Communication and Regret Letter after Application
- Inviting to Interview
- The Interview
- Extending an Offer
- Notice Period
- Onboarding



LETS BE HONEST

- Protect your Employer Brand
- Repeat Jobseekers
- It improves you as an Interviewer
- Candidate Courtesy



SHOW ME THE MONEY!

- Employee Compensation and Retention
- Stay Competitive in the Market
- Communication and Transparency
- Employee Assistance Programs



INTERNAL MOBILITY

- Skills Development and Upskilling
- New Challenges and Responsibilities
- Recognition and Feedback

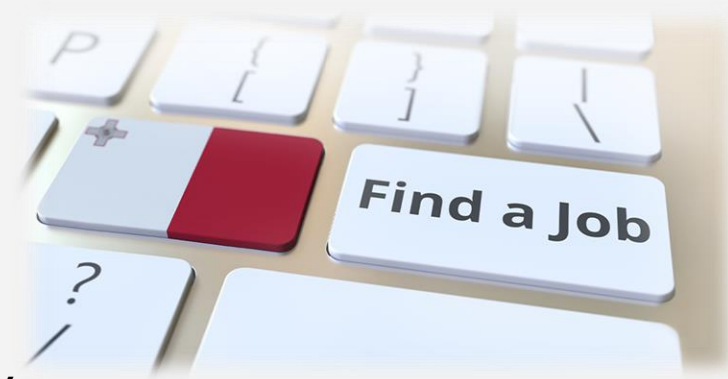


- Managers as Coaches
- Transparent Communication
- Flexibility and Adaptability

- Career Pathing
- Internal Job Postings
- Supportive Culture

WORK LIFE INTEGRATION

- Attract & retain top talent
- Increased employee engagement & productivity
- Enhanced wellbeing and mental health
- Greater diversity & inclusion
- Enhanced employee loyalty and commitment
- Positive impact on company reputation



PRODUCTIVITY BUT WHAT ABOUT CULTURE

- Create a Shared Vision and Goals
- Regular Communication
- Icebreakers and Team-Building Activities
- Encourage Open and Inclusive Discussions
- Rotating Roles and Responsibilities
- Celebrate Achievements and Milestones
- Social Events
- Virtual Coffee Breaks
- Shared Online Platforms
- Feedback and Adaptation
- Team Norms and Agreement
- Leadership Support



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DIFFERENT STROKES

- Equality
- Diversity
- Inclusion
- Importance of DEI to Organizational Success
- Bigger Talent Pool
- Increased Employee Engagement & Trust
- Builds Brand Reputation



FUTUREPROOF

- Provide flexibility
- Offer career development opportunities
- Offer long term compensation
- Attractive job descriptions
- Use text recruiting for low pressure interactions.



“Your employer brand is never what you say it is. It’s what your employees and candidates say it is”

Jillian Einck

