# Launching a New Talent Acquisition Team

04 - 04 Apr 2024

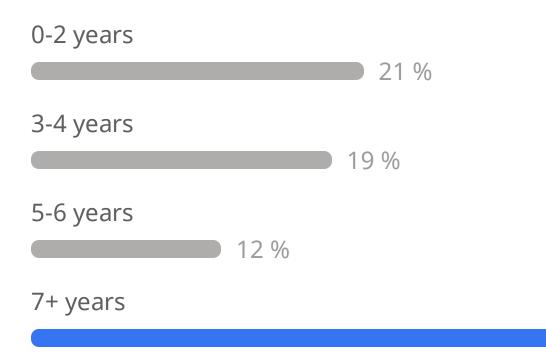
Poll results

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- How many years of experience do you have with Talent Acquisition
- What do you see as the most significant challenges in your daily Talent Acquisition work?
- Are there any initiatives underway or ideas brewing to evolve your Talent Acquisition practices within your organization?

#### How many years of experience do you have with 0 4 2 Talent Acquisition



48 %

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# What do you see as the most significant challenges in your daily Talent Acquisition work?



Cer	tralized decisions		
Strat	obal operating models egic workforce plann	Getting TT38 in the bus System supporting Cooperation with BP	
Building teams DEI in action	Topleaders attention	career prospects	Non-supporting tools
Measuring eb efforts	scarce candidate	e market	

# **Candidate experience**

Employer brandingmanaging expectationsUnrealistic kpi'sFull/shared resourcesKPIs for EB closer to the businessScaling capacitySystem advancementTimely planning for futur<br/>Busy leadersBusy leadersRelationship recruitingProactive supportExiting career pathsDate to Challenge diversi

#### Are there any initiatives underway or ideas brewing to evolve your Talent Acquisition practices within your organization?



- How to utilize AI
- Agile Scrum
- Internal candidate recruitment process
- Recuite short term contractors
- Building career paths for specialists
  as an retention strategy
- To Implement scrum in TA team
- How to handle unsolicited applications
- Implementing sourcing hub and integrating recruitment of blue collar workers into TA

- leadership pipeline succession planning and building talent for growht
- Training managers in how to manage bias in the recruitment proces
- Career development for TA
- To implement unbiased and anonymous assessment systems much earlier in the process
- Less advertisement and relying on sourcing (only)

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