

Developing Talent Pipelines

Case Study



Client:

Top 10 Superregional Fortune 500 Bank named one of the strongest banks in the world by Bloomberg in 2011.

Situation:

Our Client was seeking to develop a recruitment solution for their financial advisor group throughout their 19 affiliates locations. The time-to-fill for positions was increasing and the majority of hires were coming through third party agencies.

Solution:

We developed a proactive, aggressive outbound Candidate Relationship Management program for difficult-to-fill positions throughout their affiliate footprint. This included identifying key talent at competitor organizations and then developing and executing a viral marketing/outreach program (via phone, email, etc.) to solicit interest.

Results:

Over the last three years, this program has helped our Client meet hiring objectives of over 100 advisors annually. In 2010, this program directly resulted in hiring key talent for difficult-to-fill positions resulting in:

- **Cost savings of 56% versus traditional agency fees.**
- **Reduction in time-to-fill by over 30%.**
- **Hiring advisors with 'trailing 12 production' 35% greater than hires from previous years.**

Since 1997, The RIO Group Partners (who originally founded The Recruiter Academy), have helped thousands of corporate recruitment professionals from over 2500 companies develop innovative, cost-effective recruitment solutions for today's talent-driven marketplace.

For more information, please email info@riogrp.com or call (734) 414-9822.