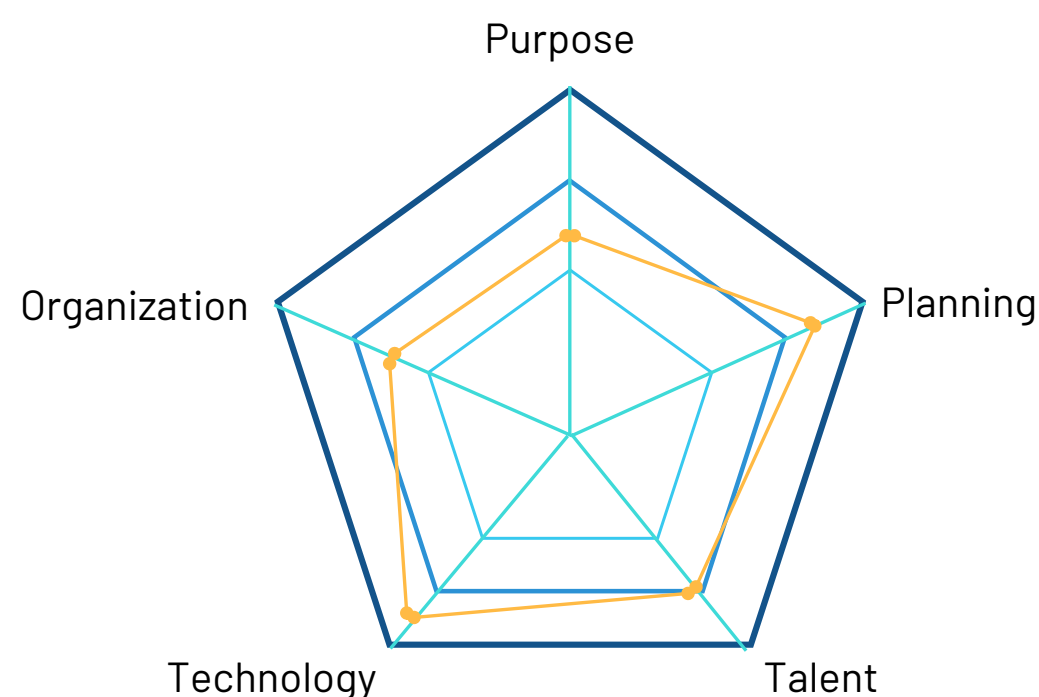


RECRUITMENT LIVE NEWSLETTER

Strategizing Workforce Planning for the Future

Future-proofing workforce planning is essential for organizations to thrive in an ever-changing business landscape. According to PwC research, up to 85% of an organization's costs can be tied up in staffing, yet 68% of organizations do not consistently take a strategic, scenario-based approach to workforce planning.



The Five Dimensions of Workforce Strategy

Implementing a Five Dimensional work force strategy helps in ensuring long term success. Read on to know more about the dimensions and their impact.

Planning

Integrating business financial and workforce planning processes to adapt to new technologies, sourcing models, or location strategies that may change the workforce mix.

Purpose

Making working decisions that align with the company's stated purpose and values.

Talent

Investing in today's talent programs to future-proof the business. This ensures that the brand attracts the right talent. Also, focusing on reskilling investments to develop the right mix of management and digital skills, addressing diversity, well-being, and rewards programs to meet the needs of tomorrow's workforce.

Technology

Optimizing technology investments to enhance the digital employee experience and increase productivity.

Organization

Effectively embedding "future of work" considerations into the operating model to adapt to evolving workplace trends.

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*From
Director's Desk*



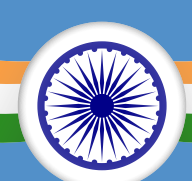
Dear Valued Partners,

Welcome to the 2nd Edition of Recruitment Live, a Distinctive Newsletter Tailored for the HR Industry.

India's burgeoning economy offers growth opportunities, making it a top business hub. In this competitive hiring arena, inventive methodologies play a pivotal role in both the attraction and retention of top-tier talent.

Let's join hands as we celebrate the 76th year of our glorious Independence, fostering an alliance fueled by unwavering dedication and mutual growth.

Warm regards,
Raghav Choudhary
Managing Director



Into the Future: Workforce planning, Talent and Technology

In the aftermath of the pandemic, companies can rebuild a workforce that is better equipped for an economy in which routine and repeatable tasks are increasingly machine-enabled.

The Harvard Business Review outlines six key practices that companies can adopt while regrouping and reorganizing for the forthcoming recovery:

| | | | | | |
|---|-------------------------------------|-----------------------------------|--|---|--|
| Anticipate Future Needs When Defining Business-Critical Roles | Redefine the Standard of Excellence | Prioritize Management Development | Embrace Technological Advancements in HR | Encourage Employee Adoption of Technology | Identify and Respond to the Aspirations of Future Talent |
|---|-------------------------------------|-----------------------------------|--|---|--|

- **Anticipate Future Needs When Defining Business-Critical Roles:** Rather than focusing solely on immediate requirements, companies should consider future demands and challenges when identifying and defining critical roles within their organization.
- **Redefine the Standard of Excellence:** Instead of adhering to traditional benchmarks, companies should establish new criteria for excellence that align with the evolving business landscape and emerging opportunities.
- **Prioritize Management Development:** Despite economic uncertainties, it is essential not to scale back on investing in the development of managerial talent. Nurturing leadership skills will be crucial for navigating through post-recovery challenges effectively.
- **Embrace Technological Advancements in HR:** To streamline operations and enhance workforce efficiency, companies should integrate technology into their human resources function, enabling more sophisticated and data-driven decision-making.
- **Encourage Employee Adoption of Technology:** As technology becomes increasingly integral to business success, organizations should actively engage their employees in embracing and utilizing new tools and platforms effectively.
- **Identify and Respond to the Aspirations of Future Talent:** Understanding the preferences and expectations of emerging talents is vital for attracting and retaining the brightest individuals who will shape the company's success in the years to come.

By adopting these practices, companies can position themselves for a more resilient and prosperous future as they navigate the path to recovery and growth.



HR Technology and Staffing & Recruiting are the Top Investment Priorities for HR Leaders in 2023.

HR technology can trigger cost savings in HR administration. Staffing & Recruiting are the main focus areas for the HR leaders who are centering their investments in all areas of the candidate pipeline, including candidate attraction, sourcing and experience, as well as talent analytics.

-Gartner, Inc. HR Leaders Survey 2023

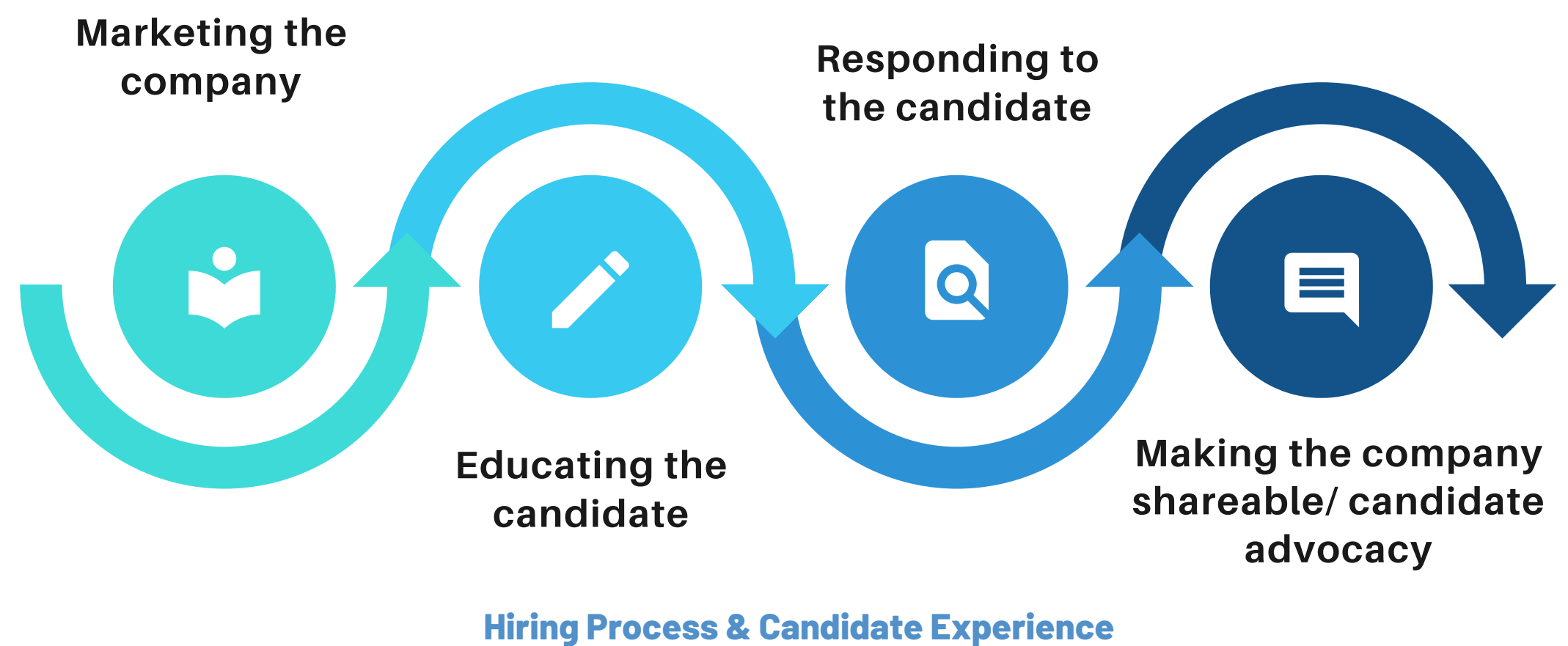
Elevating the Candidate Experience

Creating a Memorable and Positive Journey

Candidate experience describes the perceptions and experiences that the candidate collects during the application process. The more positive these experiences are, the greater the chance that the candidate applies and accepts the job offer. To source and engage the best talent, optimizing candidate experience is the key. Candidate Experience is what defines the Candidate Relations.

Great candidate experience can help attract the best talent and reduce offer drops.

The importance of the candidate experience to job seekers is obvious: Everyone wants to be treated with respect, especially when they put themselves out there by applying for jobs. If you want to hire top talent you need to consistently deliver a great candidate experience. This is especially true in a candidate-driven market



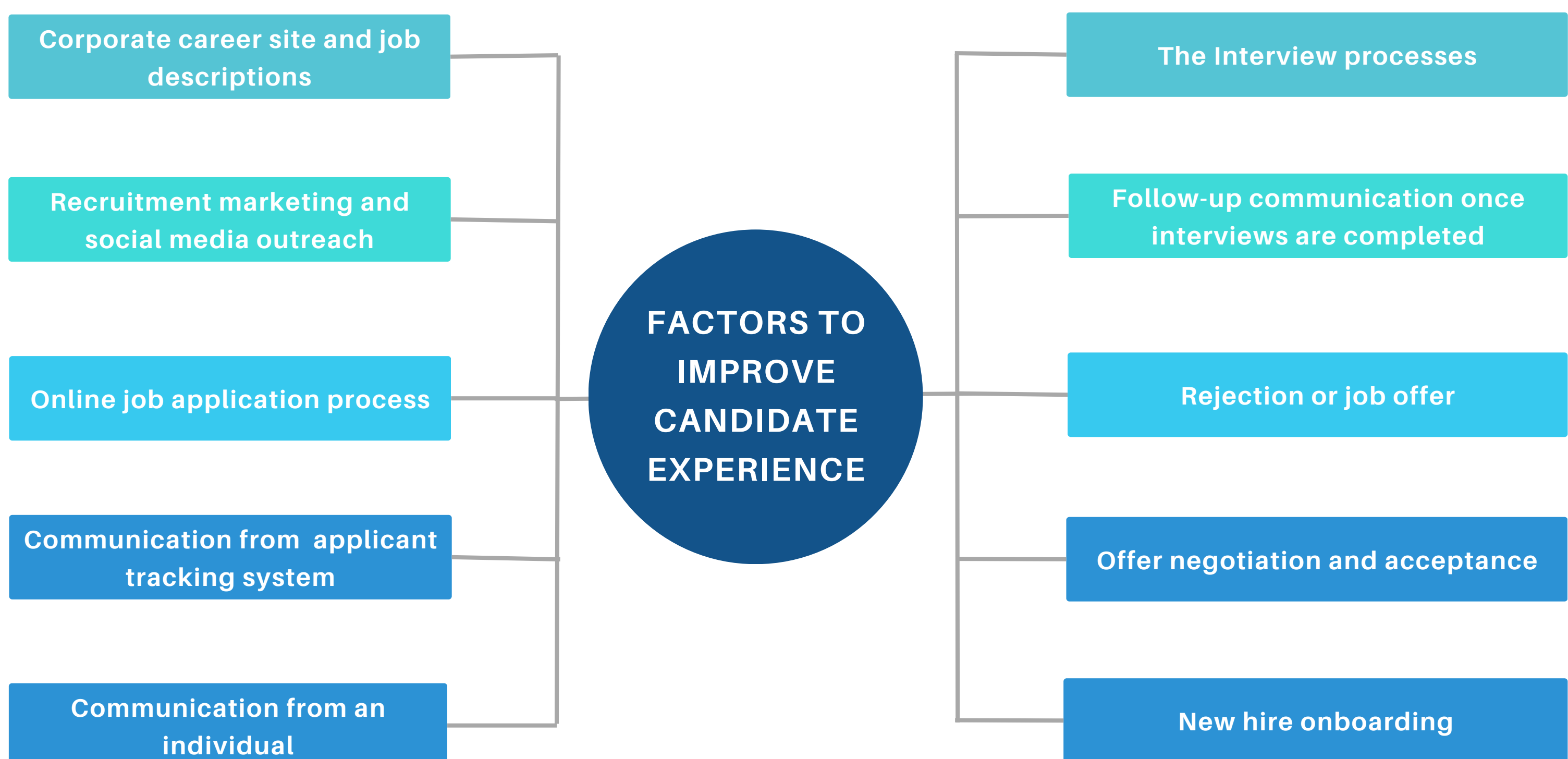
Understanding the importance of Job Seeker's journey and designing the recruitment process to make the candidate experience positive is imperative to successful candidate experience.

How to improve candidate experience

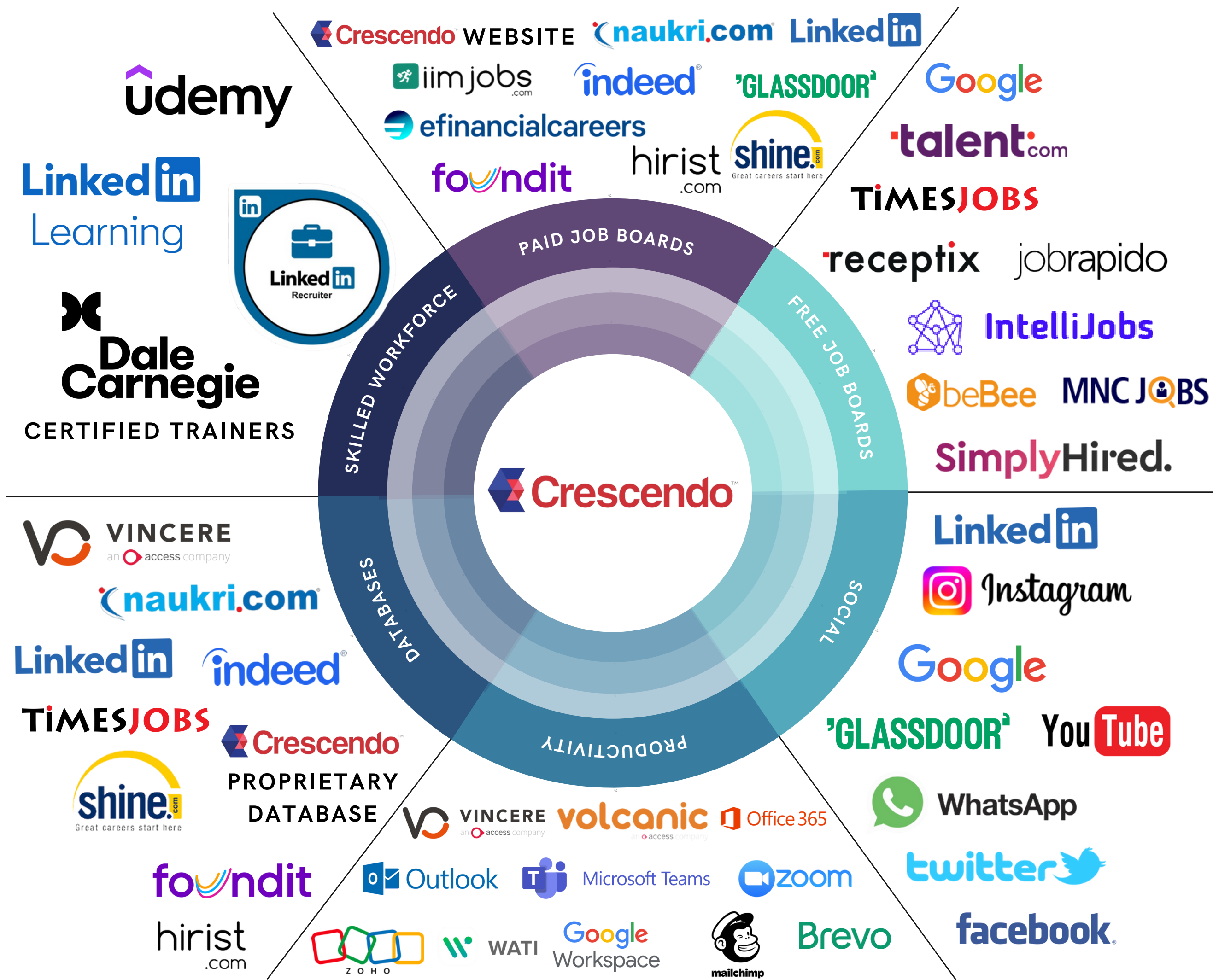
The candidate experience strategy requires a fresh approach in line with trends and continuous improvement.

The hiring process is a two-way street. While you are interviewing the candidate, the candidate is interviewing the organization and making decisions about the quality. As per a study, 65% of candidates think that a company's hiring process reflects how it treats its employees.

Here are a few factors which organizations can optimize to make a positive candidate experience. Improving each one of them will help in achieving hiring success.



Apart from these, being fair and transparent, providing a preview of job & work culture and continuous engagement lead to a positive candidate experience and eventually a positive brand experience.



Our recruitment consulting is tailor-made to your business requirements. Crescendo hand-holds the candidate till they are on-boarded, ensuring a great experience.



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