



Talent Strategy Assessment

MRA provides a deep assessment of your current talent acquisition strategy by meeting with the leadership teams, hiring managers, and a select group of new hires.



How It Works

We'll explore all areas of the talent lifecycle or we can go step-by-step if this helps you address priority issues or better supports your budget. This process is completely customizable and can include all of these areas or just pieces that you would like to focus on.

Six Areas of the Talent Lifecycle to Assess

Recruiting Process Review

- Engage with existing recruiting team
- Confer with select hiring managers
- Outline current procedures and future opportunities

Talent Pipeline/Online Presence

- Assess current posting platforms and language
- Identify potential new avenues
- Recommend adjustments and templates

Tools, Resources, Partnerships

- Evaluate existing tools and partnerships
- Explore new resources for improvement
- Provide actionable recommendations

Strengthening Employer Brand

- Analyze your organization's online presence
- Delve into organizational culture and benefits
- Offer branding and value proposition samples

Onboarding Experience

- Experience new hire onboarding
- Outline new employee journey
- Ensure compliance with documentation
- Offer practical recommendations for improvements

Employee Retention/Turnover

- Analyze historical termination data
- Conduct exit interviews for insights
- Deliver comprehensive findings and strategies for improvement

What You Receive

After meeting with a Recruiting Business Partner, you'll get a comprehensive report with current status, best practices, and improvement recommendations. This may include an executive summary for senior leadership and a detailed road map for participating employees.

Get Started With Your Talent Strategy Assessment

Contact your MRA Member Relations Advisor or email: MemberRelations@mranet.org