

## CASE STUDY FORTUNE 500 & TOURISM CUSTOMER

The public travel & leisure company experienced significant growth from \$781M in 2009 to nearly \$4B in 2019 across 15+ countries, reflecting effective strategic management and potential successful mergers or acquisitions. With a workforce of 25,000 employees, the company prioritized enhancing its IT recruitment process through transformational staff augmentation, executive search, and professional search initiatives.

### HIGHLIGHTS



15 IT LEADERS



75 DIRECT HIRES



250+  
CONTINGENT  
WORKERS



400+  
PLACEMENTS



20% COST  
SAVINGS



36 MONTHS

### PROGRAM DETAILS

01

#### REAL TIME MARKET DATA

Leveraged real-time market data to tailor hiring strategies, ensuring precise alignment with current industry trends and talent demands.

02

#### COMPETITIVE SALARY PROGRAM

Utilized real-time market data to design and implement a competitive salary program, ensuring our compensation offerings are built to attract the best talent on the market

03

#### IT SKILLSET WORKBOOK

Developed an IT skillset workbook that mapped all the contractor needs to their existing salaries to transition and convert contractors into full time headcounts for 200+ contractors.

04

#### SIMPLIFIED BACK OFFICE

Simplified and streamlined the back office by naming Tier 1 and Tier 2 vendors to ensure all roles were covered within the required timeframe. Overflow was managed and delegated to our Tier 2 vendors who were held to the same 10-day submission standard.



## RESULTS

TalentoHC was able to help transform their hiring process, achieve their organizational goals, and create a **contingent workforce program for IT through a workforce planning process creating proactive pipelines and in-house recruiting capability.**

TalentoHC:

- Placed **30 management positions in 90 days** with an average time to fill of **28 days**. Placed **450+ professional positions** from VP to Analyst level over **36 months**.
- Created a Contingent Workforce Program for IT through a workforce planning process creating proactive pipelines and an in-house recruiting capability. Drove **20% savings** with an increased level of contingent workforce quality. **Increased the contractor-to-employee conversion rate by 30%**.
- Managed the transition & outplacement program of 120+ impacted professionals with **60% securing new jobs** in under **45 days**.



*“Talento has been an instrumental partner – from my own placement to supporting my organization’s needs as the Talent leader. Many placement firms view each role as a tactical contact, but Talento is focused on building lasting relationships, getting to know your business, and working relentlessly to maximize fit, quality, and timeline. They don’t just tell me what I want to hear, but instead consult with me and my leaders on what we need to hear – from placement strategy to organizational trends they are seeing.”*

**DAVID KLEIN**  
VP, Talent  
Spirit Airlines

