

TALENT ACQUISITION structure for a well-known Research & Analytical Company

Aligning HR with business objectives

OPPORTUNITY

The concerned company is a dynamic and highly innovative research firm who provides end-to-end analytical support and ancillary services to major corporations. A rising company, it soon identified that it needed an organizational restructure to handle 'change' and 'growth' as it grew.

To match their growth, they needed to identify and onboard niche talent to service various demands from diverse sectors and ensure that the current staff can address existing challenges and optimize on potential opportunities.

In trying to do so internally, they fell behind schedule on project deadlines and suffered loss of manpower as well. Maple C&S was asked to step in to provide the additional HR support to bring business practices in line with the strategic direction of the business.

SOLUTION & OUTCOME

In 2018, Maple C&S was appointed to align and accelerate organizational and HR processes. Maple C&S quickly identified the core problem areas and built an actionable HR plan that reflected the company business plan.

KEY SOLUTIONS DELIVERED:

- ✓ Provided guidance, direction and planning to kick off the talent acquisition process
- ✓ Identified and re-organized talent and hire new team
- ✓ Led the recruitment campaign to support the asset
- ✓ Established TA back office with efficient processes, policies and templates
- ✓ Executive Coaching for management to the team to improve quality of hires
- ✓ Set up Analytics for the organization with regards to recruiting

Over a 10-month period Maple C&S spearheaded the talent acquisition team and ensured targets are being met with the correct skill set, new hiring methods with data points being used to upskill the team.



QUOTE

FROM CLIENT

“We chose Maple C&S because they provide a professional, comprehensive and cost-effective solution for all of our HR requirements. The service received to-date has been consistently first class and the Maple C&S team helmed by Anil Raikundlia have expertly led our efforts in building a new HR capability”

FROM ANIL

“For companies to grow they need fundamental structures in place to help them scale and respond to market changes. Our purpose is to help our clients increase their bottom line profitability, by creating the right balance between policy and process and being lean, flexible and entrepreneurial in our thinking.”