

# From Old School Recruiting to Integrated Talent Management: Some Ways of Measuring the Quality of Managerial Hire



Andy Finch  
Director Organisational Development  
Alghanim Industries


# Flow

- Why Talented People Matter
- From Recruiting to Talent Management
- Attracting Quality Candidates
- Some Quality Measures

# War for Talent

## Greater competition for 'best' talent:

- More sophisticated skills required for leading growth, globalization & technological change
- Companies waking up to their talent gap & vying to upgrade their talent
- Smaller companies increasingly attractive



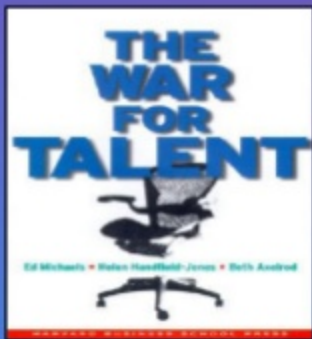
It will become increasingly difficult to attract & retain best talent

## Supply of talent shrinking & more elusive:

- Supply of tomorrow's leaders declining
- Talent more mobile across companies & geographies

# Bottom Line:

## Good people are great for business



*“How much more does a high performer generate annually than an average performer?”*

40%



Increased productivity in operational roles

49%



Increased profit in general management roles

67%



Increased revenues in sales roles



Source: McKinsey's War for Talent 2000 survey of 410 corporate officers at 35 large US companies



# Talent Matters



*"If you ask me what our competitive advantages are...it's not because we're smarter, it's not because we do strategy better. It's because we work super hard to make sure we have the best people in the best positions ..."*

*"... this is a region that has no shortage of capital and no shortage of opportunities. The true scarce resource is talent ..."*

*"I always felt like the organization that was able to retain, develop and effectively deploy talent, was always going to be the organization — all else equal—that would win."*

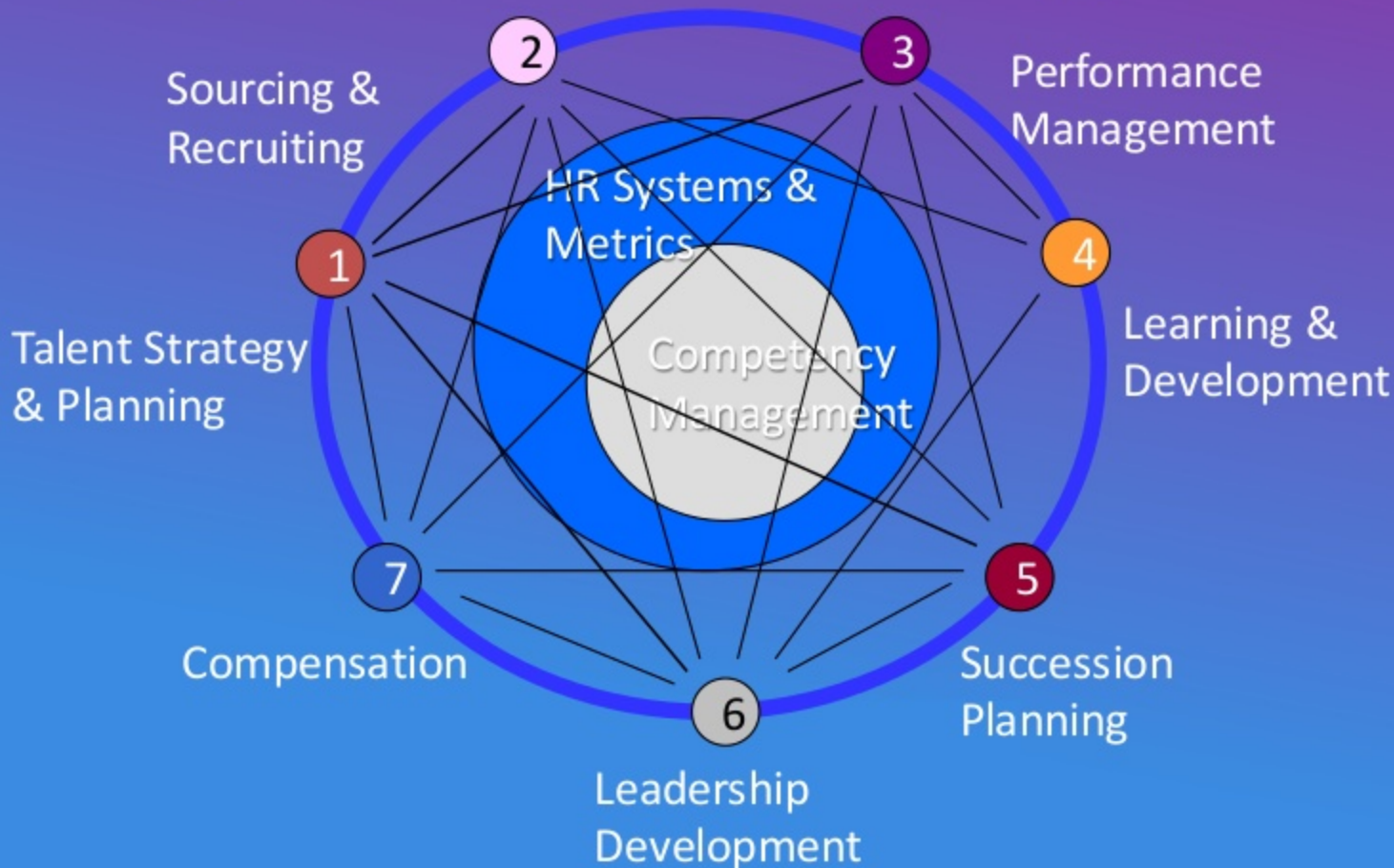
# Alghanim's Balanced Scorecard Format



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# Integrated Talent Management

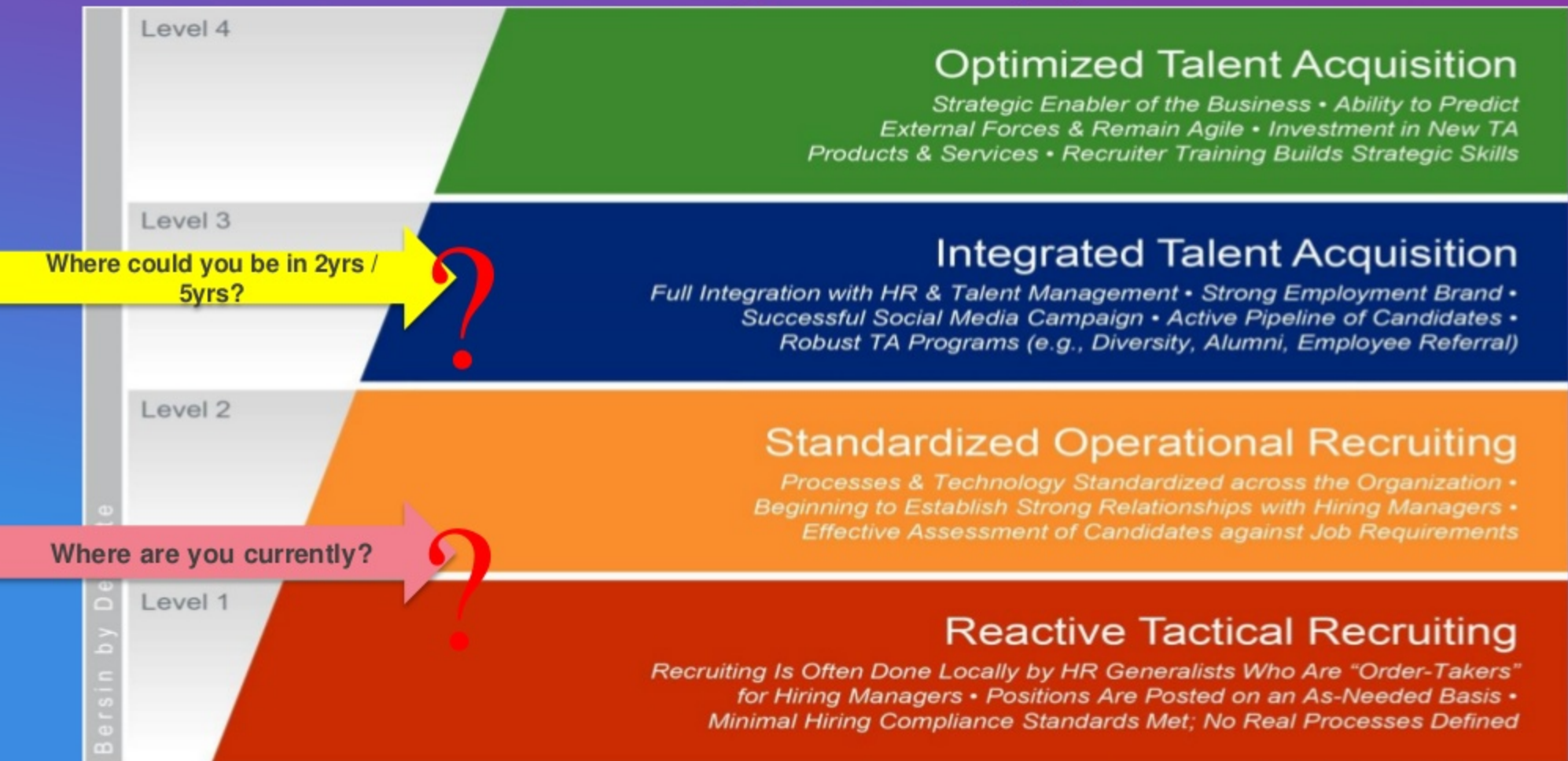




# Integrated Talent Management Framework



# Modernising Your Approach



# The Value of High-Impact Talent Acquisition

HR organizations at Level 4 of the maturity model are ...

**3X**

more likely to  
have well-  
developed  
candidate pools

**2.6X**

more likely to  
achieve higher  
TA performance  
outcomes

**2X**

more effective at  
“building a seat”  
at the executive  
table

**30%**

better on overall  
business  
outcomes

*Source: Bersin by Deloitte, 2014.*

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# Brand Reputation Matters



75%

of Americans would not take a job with a company with a poor reputation ... even if they were unemployed! *(Corporate Responsibility Magazine)*

# Our Employee Value Propositions (EVPs)



## Diversified business

- Yes, we do that too.



## Talent development

- Today's Talents. Tomorrow's leaders.



## History & legacy

- Our story. Your future.

# Our New Career Site

## Our Culture

- **Talent Development**
- Diversity
- **History & Legacy**

## Meet our people

## Kuwaitization

- Mentoring
- AFLP
- FAQ

## Join the team

- **Diversified Businesses**
- How to Apply
- Current Opportunities
- Career Advice
- Working in Kuwait
- FAQ

## Campus & Student programs

- Internships
- Job Fair
- Club Sponsorships

**Alghanim Industries**

Home Our Culture Meet Our People Local Talent Join The Team Campus & Student Programs

### YOUR FUTURE STARTS HERE

At Alghanim Industries, our employees are encouraged to make decisions of the business. This is one of our basic values and is essential for our vision of becoming the most respected company in the region.

#### Diversified Businesses

Yes, we do that too!

Alghanim Industries offers you the chance to work for a company that is truly diversified. Managing over 100 global entities and operating in the Middle East, India, Vietnam, and Turkey, Alghanim Industries is a place for people who want to grow.

[Read more](#)

#### Talent Development

Today's talents. Tomorrow's leaders.

For us, "Employees are our assets" is more than just a slogan - we live it every day. Our people make up the difference, and that's why we implement comprehensive talent development practices.

[Read more](#)

#### History & Legacy

Our story. Your future.

With more than 40 years as a successful enterprise, Alghanim Industries has built a reputation synonymous with market leadership and unwavering leadership of one of the largest and most established companies in the Gulf.

[Read more](#)

#### Meritocracy in the Modern World

Our CEO shares his thoughts on the importance of meritocracy and his personal commitment to ensuring that Alghanim Industries actively encourages development of all people to drive greater value and growth today and in the future to meet the challenges ahead in the challenging world.

[Read more](#)

#### Local Talent

The employment of Kuwaiti nationals in the private sector is essential to build and strengthen the national economy and to ensure the growth and training of Kuwaiti nationals in key industries and commercial activities.

[Learn more](#)

#### Campus & Student Programs

We believe in talent. With Alghanim Industries' great resources, diversity, strong track record and commitment, we are looking for your future leader by participating in our exciting graduate and trainee programs.

[Learn more](#)

#### Working in Kuwait

Make the most of your move about living and working in Kuwait.

[Learn more](#)

#### Meet Our People

We offering our employees a challenging work environment, business talent and leadership development opportunities, and competitive financial packages, we ensure that "Employees are our assets" is more than just a slogan - we live it every day.

[Learn more](#)

#### International Business

Alghanim Industries is one of the largest privately owned corporations in the Gulf region - with operations in 40 countries.

[Learn more](#)

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# Our Employees as Brand Ambassadors





# Following Alghanim's LinkedIn Page

- Increased followers from **14000 to 41000** since June 2014
- Posts reflect our EVPs
- Branded posts
- More to come...

Home Profile Connections Jobs Interests Business Services Go to Recruiter

**Alghanim Industries**

**atlas** **Kirby** **KIMMCO** **ENAYA** **Alghanim Automotive**

A vision based on solid principles

Alghanim Industries is one of the largest, privately-owned companies in the Gulf region. A multi-national company in outlook with operations in 40 countries, Alghanim Industries is a multi-billion... [see more](#)

**Recent Updates**

**Alghanim Industries** in an exciting event at the Prestige Ballroom at The Avenues Mall, Alghanim Automotive revealed the all-new 2015 Cadillac Escalade. Among those in attendance were VIP Cadillac owners, the media, Kuwait's prominent bloggers and the guest of honor for ... [more](#)

**Interested in Alghanim Industries?**  
Learn about our company and culture.  
19 jobs posted  
[Learn more](#)

**Today's talent. Tomorrow's future.**  
[Join the team](#)

**Affiliated Company Pages**

**Kirby** Kirby Building Systems - A group company of Alghanim Industries

<https://www.linkedin.com/company/alghanim-industries>



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# Integrated Talent Management Framework



# What Are You Measuring?

Quality of the Hiring Process or ...

Quality of the Hires?