

## Real time talent market surveillance

### **New research tool tells you who is out there, what they want, and how to sign them on.**

For ambitious business leaders looking to roll out new initiatives in Asia, taking the time to research the talent market before hiring may seem counter intuitive. Yet it is well established that whatever you are selling, conducting research before you go to market improves results. Unsurprisingly, recruitment is no different.

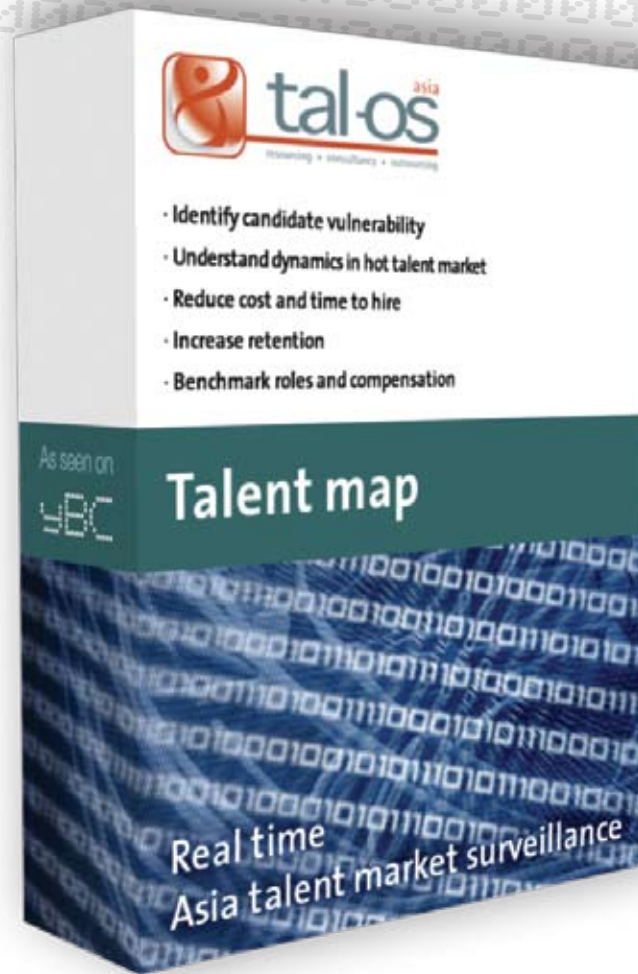
But comprehensive, industry-specific, Asia-wide benchmarking data regarding key roles, retention, tenure, compensation and the size and quality of the candidate pool has not existed.....until now.

### **Candidate vulnerability analysis delivers clear talent management edge**

Talent Map is a unique and proven talent management research product which delivers statistically valid and reliable first hand market intelligence for Asia on the *three key areas* of talent management – recruitment, retention and remuneration. By studying the concerns, compensation and needs of any given talent pool, you can structure your hiring strategy and decisions **in a way which you know will get you results.**

*“It’s easy to see how this outperforms the old approach of learning about the market as you go along. The business intelligence about real people working for your competitors is not taken from last year’s findings- it is real-time data showing the state of play, today.”*  
Tony Dickel, CEO, MRI China Group.

Talent Map shows you precisely where candidates are vulnerable and how you can win them away. So when you start recruiting in a hot talent market, your strike rate and time to hire are measurably enhanced because you know how candidates are going to react before you start recruiting.



### **A real time picture of your talent market**

Talent Map is a proprietary product that gathers real time data from executive interviews in the market. Major companies operating in the hot talent market across Asia have already had measurable success using this product. Interviews are conducted from a list of competitors, peers and positions. There are multiple points of validation for data collected as this significantly reduces standard statistical deviations and margin of error. Peer review and cross team rotation minimizes the impact of human errors on the validity and ultimate integrity of final data.

**To give you the ultimate edge** when recruiting in a hot talent market, a senior consultant will present the major findings and recommendations including:

- The overall market situation and trends
- Candidate vulnerability analysis and motivators
- Compensation & benefits, education, English proficiency, tenure etc.
- Competitor best practices
- Profiles and summary bios of the interviewees
- Interviewee perception of different employer brands (including yours and your competitors)

*“We perform numerous assignments in Asia every week and have a very high placement rate. Talent Map definitely makes it is easier to sell your company to candidates, and time to hire goes down, even with the research factored in.”*

**Performance data is only available on request. Why not see how real time talent market surveillance will help with your recruitment efforts in Asia right now?**

### **Contact information:**

For further information about Talent Map, contact your MRI China consultant directly.

### **How we can help:**

- **The largest industry specific management consulting/executive search firm in Asia.**
- **A large and highly trained research team that can be mobilized quickly.**
- **Over 250 years of combined consulting experience and market knowledge.**
- **Integrated IT system second to none, built over 7 years of operation in the region.**

