Alexander Mann Solutions' new research shows why the time is now for Total Talent

Submitted by: BlueSky Public Relations Ltd

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Landmark study with SIA sheds light on how companies can hone a new source of competitive advantage

London, 1st October 2019 – While progress towards Total Talent has been hampered by various factors over the years, a new survey of over 150 US and European organisations showed that those with a Total Talent programme in place - or those considering implementing one within the next two years - outnumbered those with no such plans by a factor of three to one.

This finding is just one among many revealed in a study released today by Alexander Mann Solutions (http://alexandermannsolutions.com/), a leading global provider of talent acquisition and management services, in partnership with Staffing Industry Analysts, which sheds light on exactly how an organisation can attract, retain and manage a workforce as one entity.

Helen Houghton, Director of Contingent Workforce Solutions at Alexander Mann Solutions commented:

"As we continue to witness demographic and cultural changes in the workforce, the best companies are beginning to view their contingent and permanent labour force through a single lens. Doing so strengthens the talent acquisition strategy and these companies are more likely to sharpen their competitive advantage and find the talent they need to meet their business objectives. Forward-thinking organisations can no longer ignore the need to manage both permanent and non-permanent hires as one strategic asset."

The study, entitled 'Toward a Total Talent Future', explains how organisations can strategically leverage their brand, culture and value proposition to attract non-employee talent alongside their employed workforce to become the frontrunners in their respective industries. To do so, they must overcome challenges, including organisational silos, which nearly 75% of respondents cited as the biggest barrier to implementing total talent solutions.

In addition to survey data, the research is based on a series of in-depth interviews with global HR, Procurement and workforce professionals to gauge their opinion on talent acquisition and management trends and, in particular, issues relating to the emergence of Total Talent programs.

Barry Asin, President at Staffing Industry Analysts commented:

"On behalf of all of SIA, I would like to thank the survey and interview participants for their contribution to this important topic. We were delighted to work with Alexander Mann Solutions on this research and believe the completed report is particularly timely as the pressure to source skilled talent globally continues to fundamentally change recruitment dynamics. As the report demonstrates, those organisations making progress toward a more integrated and unified Total Talent approach are realizing significantly better talent outcomes and improved business performance. We look forward to continuing to study these important developments in the way organisations source and manage the talent they need."

To obtain a copy of this report, follow this link
(http://go.alexandermannsolutions.com/l/73212/2019-09-20/ldjnwj).

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About Alexander Mann Solutions
We are Alexander Mann Solutions and we're passionate about helping companies and individuals fulfil
their potential through talent acquisition and management. Today, over 4,500 of our talent acquisition
and management experts partner with more than 100 blue-chip organisations, operating in 40 languages, and
over 90 countries. We deliver a distinctive blend of outsourcing solutions and - through Talent
Collective - a full range of consulting and specialist services. We provide unrivalled experience,
capability and thought leadership to help clients attract, engage and retain the talent they need for
business success. For more information, visit www.alexandermannsolutions.com

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