

SYMPHONY TALENT

RECRUITMENT MARKETING OPTIMIZATION SERVICES

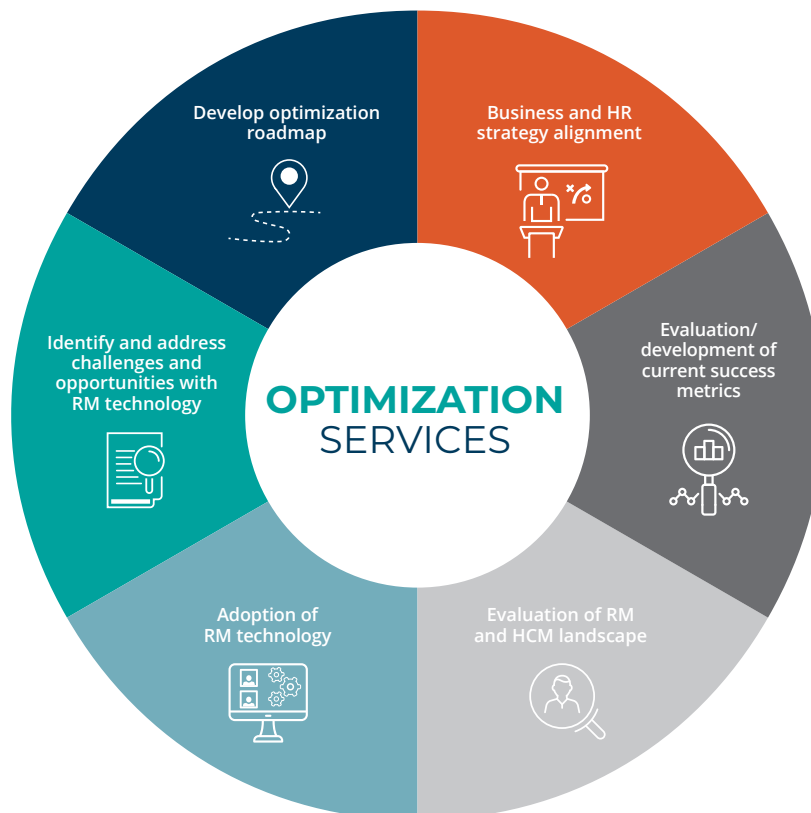
Maximize your investment in Symphony Talent's SFX Suite by developing and leveraging a roadmap to optimization.

Through our partnership with Symphony Talent, our team helps you optimize the value of your SFX tools to create a roadmap that will lead your talent acquisition professionals. It focuses on creating a robust process to understand your strategic goals, system utilization for people and modules, organizational value within your talent acquisition process, brand alignment, and metrics and analytics.

We drive value through an understanding of your organization's opportunities to better leverage this technology and align your people, processes and strategy.

Our strategy and optimization services can serve your organization **at any point in your journey** to help maximize the time and effort you've invested in your SFX Recruitment Marketing (RM) technology.

Sikich brings a market-differentiated delivery model:



QUESTIONS TO CONSIDER

- Is your team consistently using the RM software you invested in or working in old ways?
- Are you using metrics to measure the health of your recruiting processes?

WHY SIKICH?

Because trust is at the foundation of any relationship, our team provides you with fully transparent results of the optimization. Your organization will receive a detailed roadmap for success that will link your strategy with action items, ensuring that your talent acquisition team can provide a cohesive candidate experience. The roadmap will also assist in planning for sustainability, enhancements, updates and new services. By leveraging your total suite of HCM tools, your team will have the ability to measure how you deliver quality candidates better and faster.



HEALTH CHECK

Uncover a framework to understand how SFX is currently used at your organization and how you can increase its value and effectiveness through our meticulous and collaborative health check. We'll look at how the SFX system works within the context of your strategy, your people and the outcomes achieved.

THE APPROACH

- Kick off project with an onsite visit and data collection
- Collect SFX analytics, interview users and review data
- Analyze and interpret data and create a roadmap for success
- Initiate feedback and reporting



OPTIMIZATION SERVICES

Ensure productivity, from post-implementation change management and annual reviews to aligning technology with your organization's goals with strategic optimization services.

THE APPROACH

- Initiate the project and confirm a key business strategy
- Review current state documentation of critical business performance
- Analyze metrics and workflows
- Design, develop and validate current state
- Review the full human capital management (HCM) landscape for business metrics alignment
- Implement sustainability process and readiness
- Present optimization findings, roadmap and proposal



END-TO-END IMPLEMENTATION SERVICES

Sikich's team of solution delivery experts will collaborate closely with Symphony Talent to support your teams throughout every phase of implementation, including transformation and change management, as well as expertise in HCM technology assessment and implementation.

THE APPROACH

- Initial planning and scoping
- Alignment with original purchase strategy
- Create process and touchpoints through the implementation process
- Plan the final "go-live" approach, timing and launch
- Provide post-implementation support and commitment to ensuring a swift and efficient transition to your operations

Contact us for more information on our Recruitment Marketing optimization services.