Talent recruitment development and retention

Pivotal Talent is a world-first in talent management technology.
With Pivotal Talent, we were able to identify leadership potential within our organisation. Given this success, we’ve also implemented the solution as part of our recruitment process.

Jabulani Sibisi
Director of HR and Strategy
Leading independent insurance firm
This is exactly what business leaders have been waiting for

Globally, the majority of employers believe their talent management strategy needs improvement. The biggest challenge: how do you shift HR from an administrative function to a strategic imperative?

The answer is Pivotal Talent.

A world beating, world first

This is a one-of-a-kind, web-based technology solution developed by Pivotal Talent. The solution can rationally screen and sort through thousands of candidates to determine the ideal matches of best-fit talent. The solution can then help you develop and retain those employees. It can think for itself, learn as it goes, and improve its accuracy with each new hire. It’s powerfully predictive.

How does Pivotal Talent help?

• Finds the right person for the job, first time
• Retains top talent
• Identifies and grows future leaders
• Ensures unbiased decision making, fairness and transparency
• Raises standards and reduces costs
• Focuses effort on value-added activities
• Enhances values, teamwork, and diversity
The value of an integrated task database

The solution is multidisciplinary, integrating fields as diverse as neuroscience, ethnology, organisational theory and cognitive reasoning. It has the world’s most comprehensive ‘integrated task database’.

The solution can produce a complete profile for individuals which can be matched to specified job tasks. It is capable of understanding, layering and adapting a complex matrix of data – and simplifying it in a way that people can understand and work with.

Our solution minutely compares skill sets with job specs, corporate dynamics and values, environment, and team dynamics (‘fit’) — maximising the probability of success.

HR is an investment opportunity

A company’s human resources are recognised as its most important asset. Engaged, motivated and happy people are productive people. And yet, decisions around recruitment and career development are often made in terms of ‘gut feel’ and intuition. Even with the best HR professionals in place, the probability of getting things right approach 50/50.

With science, there's certainty.

Pivotal Talent integrates proprietary algorithms with six decades of research from top global institutions. To this we add industry-specific knowledge, as well as calculating for factors like grit and emotional engagement.

The result: placement accuracy of up to 95%. HR teams are also freed from mundane routines and can use their valuable time more productively.
Recruitment

We aim for accuracy

Putting the wrong person into any position is incredibly costly. That’s reflected in the bottom line and can also be felt throughout an organisation. Despite all the data HR professionals have access to, it’s still challenging to match new talent with a role, values and team.

Recruit can scientifically profile, screen, match and rank candidates according to key predictors of performance and potential. What’s more, the solution can also decide when someone may be more appropriate for a different role than the one originally specified.

An almost infinite number of candidates can be accurately — and speedily — matched to the best-fit top ten. The time saved manually sifting through CVs, and the errors avoided, contributes directly to increased investment returns.

Development

Identify future leaders

Develop has been designed to ensure that existing employees continue to add value. So, it scientifically measures an employee's profile in relation to the optimum qualities required for success.

This innovation produces an individual career match, which can also calibrate for internal placements and succession planning. Importantly, an algorithm doesn't have an unconscious bias, so there's no favouritism or false positives. Just great science!

Retention

Keeping the good hires

Retain can actively measure, manage and reduce attrition risk — lowering it by as much as 40%. This gives HR professionals the insight-driven data they need to advise businesses on maintaining productive employee relationships.
Benefits at a glance

- **Multidisciplinary scientific approach**: draws on diverse fields and factors to make accurate decisions.
- **Predictive analytics**: maximises search efficiency, tracks career progress, increases top line productivity.
- **Accurate and automated**: significantly reduces talent management costs throughout an organisation.
- **Integrated task database**: factors in specified skill sets and unique corporate values.
- **Highly innovative**: outperforms other approaches and solutions across all key indicators.
- **Simple and convenient**: conduct the assessment on any internet-enabled device.

The proof is in the people

The solution’s performance has been thoroughly tested and validated, while ongoing research continues to update and refine the solution. Pivotal Talent statistically outperforms traditional approaches across all key indicators of performance and potential.

Pivotal Talent’s capabilities have helped individuals grow, progress, and thrive.
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