



## 2019 TALENT ACQUISITION INNOVATION AWARDS

### The Awards

**Finalists:** Up to 5 members of each finalist team will receive a complimentary pass to attend the full 3-day Strategic Talent Acquisition Conference.

**Winners:** One winning team from each category (SMB and Enterprise) will receive a \$5,000 contribution to the charity of their choice.

### Categories

- SMB – hiring volume of 100-499 new hires annually
- Enterprise – hiring volume of 500+ new hires annually

### Eligibility Requirements

- You are part of an in-house recruiting or talent acquisition team
- You have achieved successful resolution of a business challenge through talent acquisition/recruiting within the last two (2) years (January 1, 2017 – December 31, 2018)

### Submission Requirements

Please upload a *.zip* file that includes:

- A 3-5 minute video that answers each of the four elements in the scoring rubric (accepted file types: *.mov* or *.mp4*)
- A text document that outlines:
  - Company name
  - All speakers/presenters and job titles featured in the video
  - Entry category: SMB (100-499 new hires annually) or Enterprise (over 500 new hires annually)

**You are NOT judged on production value!**





## 2019 TALENT ACQUISITION INNOVATION AWARDS

### Scoring Rubric

#### The WHAT:

What was the TA solution or initiative created at your organization? For **25 points**, the submitter will demonstrate that his or her team creates strategy-based solutions by:

- Articulating why this solution was chosen to solve a specific talent or business challenge
- Designing a solution that meets the needs of internal customers AND candidates
- Implementing and scaling programs to impact business results and the candidate experience
- Managing change to create sustainable impact

#### The WHY:

How does your TA solution or initiative connect to your organization's business strategy? For **25 points**, the submitter will demonstrate that his or her team knows the business by:

- Understanding current and future business strategies
- Identifying future industry trends and challenges
- Speaking the language of business
- Partnering with managers and leaders to build alignment between the TA function and the business

#### The HOW:

How did you and your team influence stakeholders and build relationships along the way? For **25 points**, the submitter will demonstrate that his or her team consults and collaborates with internal and external stakeholders by:

- Using a variety of questions to understand needs of internal customers and candidates
- Diagnosing root causes of challenges
- Monitoring and responding to feedback from internal customers and candidates
- Influencing key stakeholders

#### The PROOF:

How did you and your team use data to understand the problem, design a solution, and investigate its impact? For **25 points**, the submitter will demonstrate that his or her team uses data for insights by:

- Assembling the metrics and expertise to test hypotheses
- Analyzing recruiting metrics and other business data
- Developing actionable insights to show that the solution is or is not working
- Communicating the context of findings and recommendations