



LEAN EFFECTIVE
— TALENT STRATEGIES —

Outside the Box Technology



How to be Creative with Using Tech →



Jodi Brandstetter

- Recruiter
- Author
- Design Thinker
- Tech Geek
- Entrepreneur
- Lena's Mom

Worldwide IT spend expected for 2021?

\$3.9 Trillion

~GARTNER INC.

Goals for Today

- Selecting TA Technology
- Creating Business Case for Technology
- Saving Time with Technology
- Outside the Box Thinking When Using Technology
- Free and Low Cost Tech plus Resources



TA Tech

Software Selection Steps



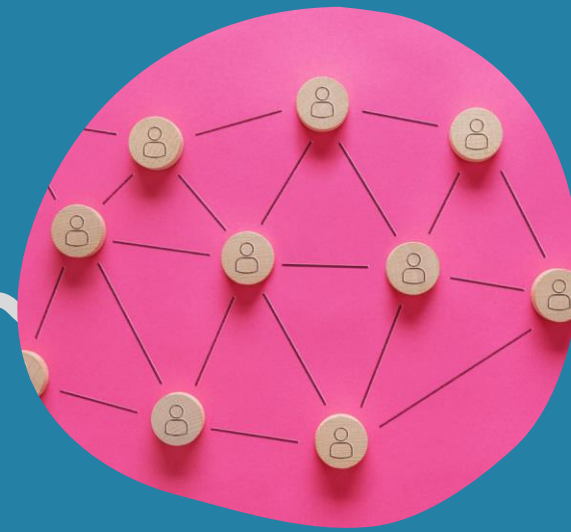
- Stakeholders
- Current Setup
- Future State
- Budget
- Research
- Test Drive
- Pitch (Business Case)
- Implement
- Iteration

TA Tech

Areas of Focus



Source



Engage

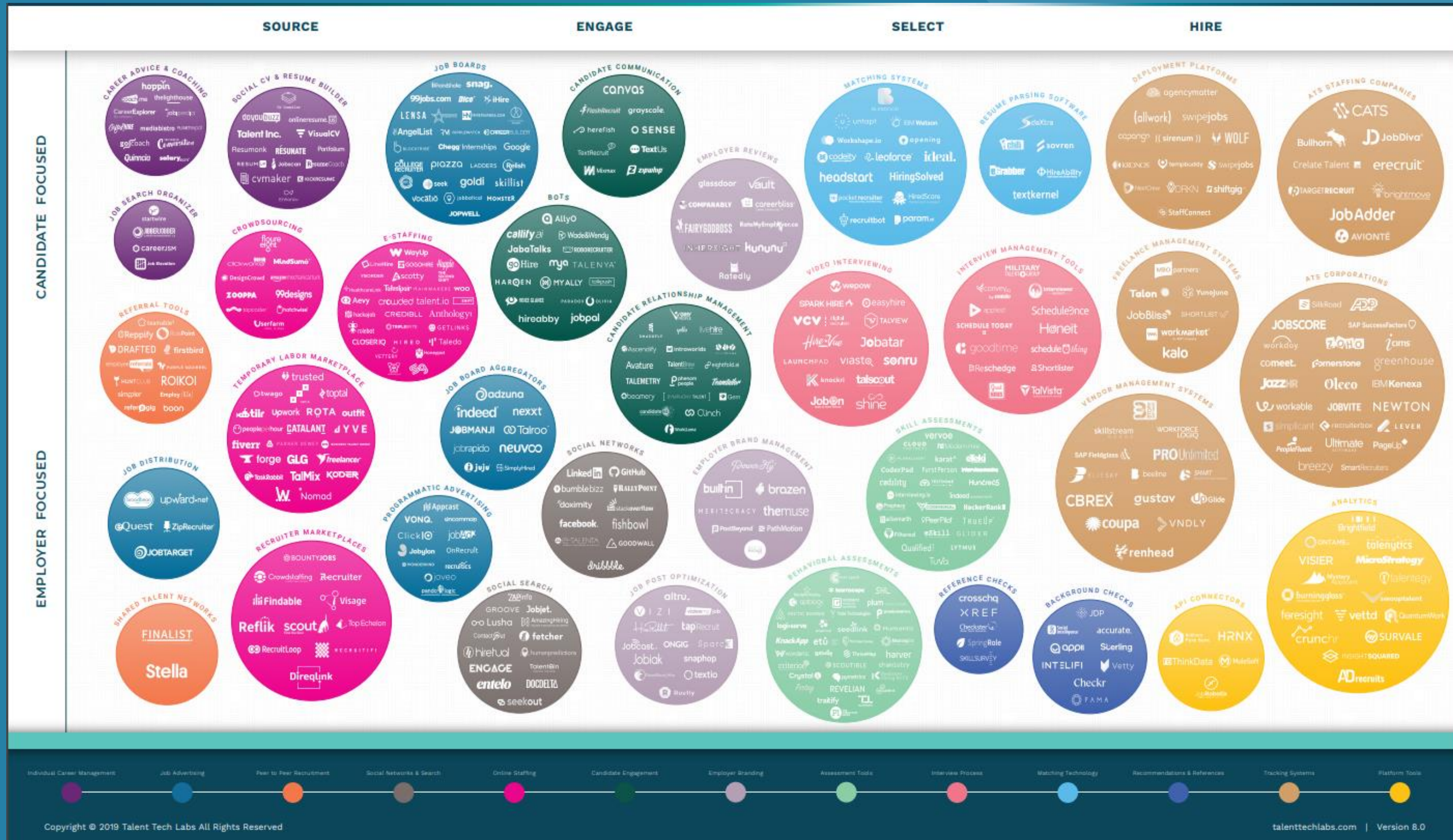


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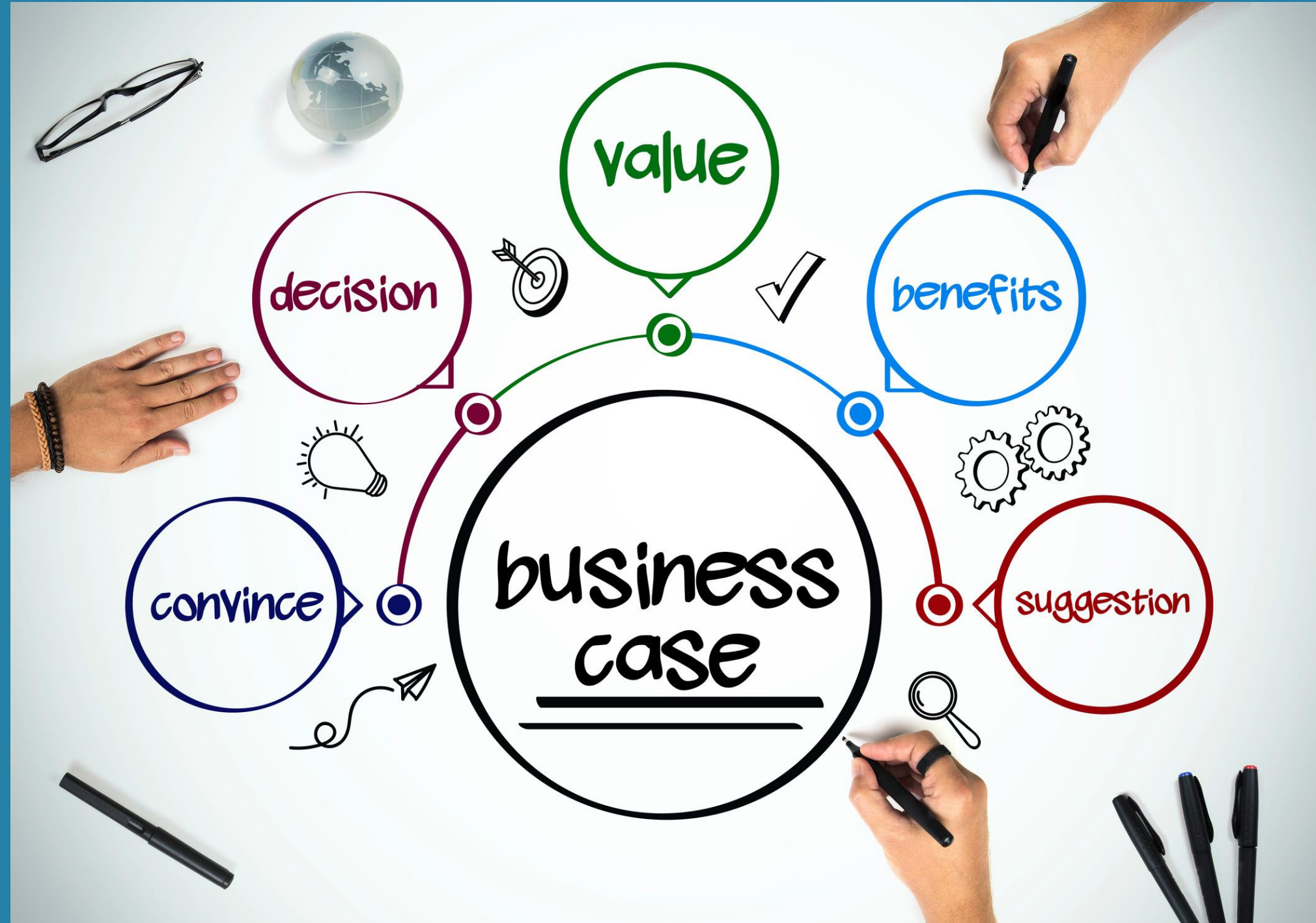
Hire

TA Tech Eco-system by Talent Tech Labs



TA TECH

Business Case



TA Tech

Save Time through Automation



TA Tech
Automation

Advertising

ATS

Pre-screen

Assessments

Scheduling



Confirmations

Nurturing

Pipeline

Social
Media

Think w/ Google
 QR Codes Hubspot
 Mailchimp Sniply

Advertising/Community

SmartDreamers Pandologic
 Appcast ClickIQ
 Talentify Recruitics

Freshteam
 SmartRecruiters
 Zoho Recruit Recooty
 MightyRecruiter Indeed

Applicant Tracking System

GoHire JobScore
 Jobsoid RecruitEze
 Recruitee

Calendly
 Setmore SignUpGenius
 Indeed Hubspot X.AI
 10to8
 Xor Paradox VidCruiter
 Calendar SimplyBook
 Acuity Scheduling

Scheduling

Automation Tools: **Free** or **Low Cost**

Hootsuite
 TweetDeck Later
 Zoho Social Buffer

Social Media Posting

Loomly Paiger
 Postfity Sendible
 CoSchedule

Canva
 GIMP
 FimloraGo
 Lumen5 Shotcut

Graphics and Videos

Magisto Biteable
 Fiverr Upwork

Google Form
 Typeform Wufoo
 Jotform
 Paperform Formstack
 Formsite

Forms and Docs

TA Tech Outside the Box



Different Ways

What are different ways to use technology to get more bang for your buck?



Current Tech

Does your current company have technology that you can use w/in Talent Acquisition?



Other Industries

Do other industries have technology that would work for Talent Acquisition?

Example

Outside the Box Virtual Interview Software

Normal Use:

- One-way Interview
 - Pre-screen
 - Phone Screen
- Live Video Interview
 - One on One
 - Panel
 - HR
 - Hiring Manager
- Video Branding
 - Employer Brand
 - Meet Leaders
 - Tour



Outside the Box:

- One-way or Live Interview
 - Debrief
 - Candidate
 - Interviewers
 - Hiring Manager
 - References
 - Employee Testimonials
 - Surveys
- Video Branding
 - Welcome
 - Onboarding
 - Updates

Resources

Candidate
Experience



[THETALENTBOARD.ORG](https://thetalentboard.org)

[RALLYRECRUITMENTMARKETING.COM](https://rallyrecruitmentmarketing.com)

HR Technology
Reviews/Insights



[SELECTSOFTWAREREVIEWS.COM](https://selectsoftwarereviews.com)

[TALENTTECHLABS.COM](https://talenttechlabs.com)

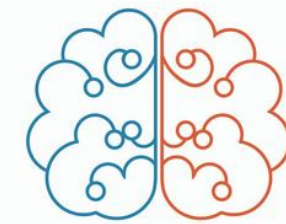
All Things
Recruitment



[RECRUITINGBRAINFOOD.COM](https://recruitingbrainfood.com)

[MEMBERS.TALENTACQUISITIONEVOLUTION.COM](https://members.talentacquisitionevolution.com)

Connect



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A large, 3D white question mark is centered within a bright orange circle. The question mark has a soft shadow cast to its right. Below the question mark, a small white circle sits on a reflective surface, creating a reflection of the question mark and the circle. The background is a solid blue color with abstract, wavy white and light blue shapes on the left and bottom right.

Thank You!