

Building a Talent Mapping Strategy Powered by Data

Anuj's challenge

Anuj Tiwari, Head of Talent Acquisition at Landmark Group, was looking to engage the leadership at his company on the global talent landscape. The aim was to make this conversation more strategic with relevant insights around competitors and skills by business functions across geographies.



The solution

Turning to LinkedIn Talent Insights allowed Anuj to conduct a strong talent mapping across global organizations. This helped in analyzing upcoming skill trends, compensation benchmarking and talent movement across business segments to drive possible acquisition strategies.



Talent Insights will play a significant role in driving business conversations in the coming days. It's a major strategic shift in sourcing and recruiting analytics which can arm Talent leaders with strategic information to play the role of a true talent advisory to the business leadership."



Anuj Tiwari

Head of Talent Acquisition,
Corporate HR,
Landmark Group

The results

Anuj analyzed talent heat maps across geographies for the latest skills and technologies. Talent Insights helped in creating a quick and sharp analytical report which validated the assumptions and unstructured data points in a global talent movement context. Also, it helped with identifying emerging skills and jobs, educational data points and regional compensation benchmarks. Anuj was able to bring valuable insights to the leadership table that would elevate the discussion and support the business in its future talent strategy.

Used data and insights to drive business decisions on talent availability, including how to target top talent by geography, skill and company.

Drove data based decision making on key diversity initiatives.

Analyzed different talent pools in terms of compensation range to help identify where to source talent as well as setting stakeholder expectations internally.