

Talent Connect Summit

SOLUTION ROOM SESSION | OCTOBER 21, 2025

How can you nurture internal and external talent at scale?

Roles are constantly changing. How are you building and sustaining talent communities—inside and outside your organization? Join peers to explore practical ways to keep pipelines warm connected and ready when it counts.



SPEAKER

Melissa Baldoni

Sr. Director of Talent Acquisition, LinkedIn



SPEAKER

Francesca Felet

Insights Director, LinkedIn

By shifting from static pipelines to dynamic, skills-based ecosystems, we're engaging external communities with personalized outreach and alumni advocacy, while enabling internal mobility through clear pathways, transparent tools, and human-centered development.

Straight from the Speaker:

"If you're still thinking in terms of roles and résumés, you're already behind. The future of talent is about reading signals at scale. Data shows us where the opportunities are, but it's the human touch that turns signals into lasting engagement."

Key Takeaways:

- AI-assisted sourcing yields a 69% higher InMail acceptance rate, proving that personalized, skills-based outreach resonates.
- Companies with the most skills-based searches are 12% more likely to make a quality hire.

Practical Tips & Actions:

- Surface hidden talent by focusing on skills adjacencies, not just titles.
- Personalize outreach at scale by using AI to draft, and humans to refine tone and relevance.
- Keep pipelines warm continuously, not only when a requisition opens.