



Applied Intelligence

Talent Insight that goes beyond data to give you the answers to your key questions



Insight with Impact



Dive Deeper with actionable insight.

Data alone is not enough. You need your biggest talent questions answered.

Talent Intelligence from Acolyte provides insight and answers, enabling you to make informed strategic talent decisions. We provide this through a combination of exclusive candidate market data and award-winning advisory pedigree.

We can answer all of your strategic people questions and help you with:

- Diversity benchmarking
- Talent mapping
- EVP analysis & development
- Competitor threat assessment
- Organisational mapping
- Talent attraction & retention audit
- Strategic workforce planning

Talent Mapping

- **What is happening in your target talent markets?**
- **What is the depth of talent available?**
- **What is the structure of your competitors and who works for them?**

Acolyte's talent mapping will define & map key talent markets to uncover candidates you never knew existed & help you learn more about them.

Our talent maps can be split by company, seniority and location to allow you to easily engage the talent you need at the click of a button.

All of our talent mapping is customised for your particular challenge. This includes:

- Market mapping for key roles
- Mapping other organisations, their teams and team structures
- Mapping markets &/or other chosen organisations for DE&I information



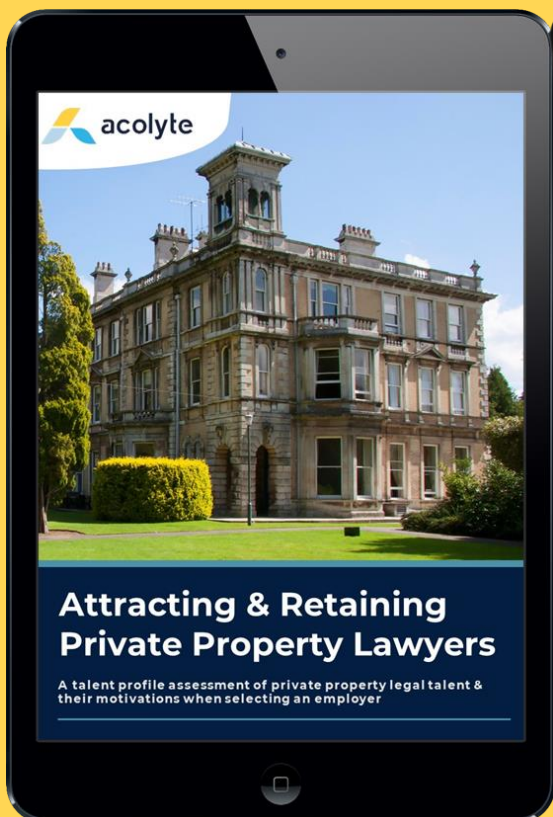
Talent Profiling

- What are the main drivers for your target talent pool?
- What is the make-up and current behaviour of this talent market?
- How could you more effectively engage critical talent?

Understanding why certain groups of candidates behave in a particular way is vital to enable you to ensure your EVP and job descriptions resonate.

Acolyte's talent intelligence and analysts will highlight top motivating factors – personal and professional for even the most niche talent pool.

We then drill down into the data to give you all the answers you need and provide the actions you should take to improve candidate engagement.



Competitor Talent X-Ray

- **What are your competitors' talent strategies?**
- **What is your competitors' team structure and who is their most critical talent?**
- **How are your competitors approaching DE&I and how successful are they?**

Do you want to understand your competitors' talent strategies and their team composition? Our competitor talent x-ray insight can give you this edge in the battle for top talent.

It analyses your competitors hiring activity, the composition of their teams and their employees career histories to uncover their talent strategies, their strengths and their vulnerabilities.

This insight can feed your own talent strategies and show you opportunities for tactical hiring success.



Providing answers that make a difference

“

Acolyte just continue to add value...their reporting & intelligence now underpins our hiring strategies

”

Rob Davis
Strategic Resourcing Partner
Grant Thornton

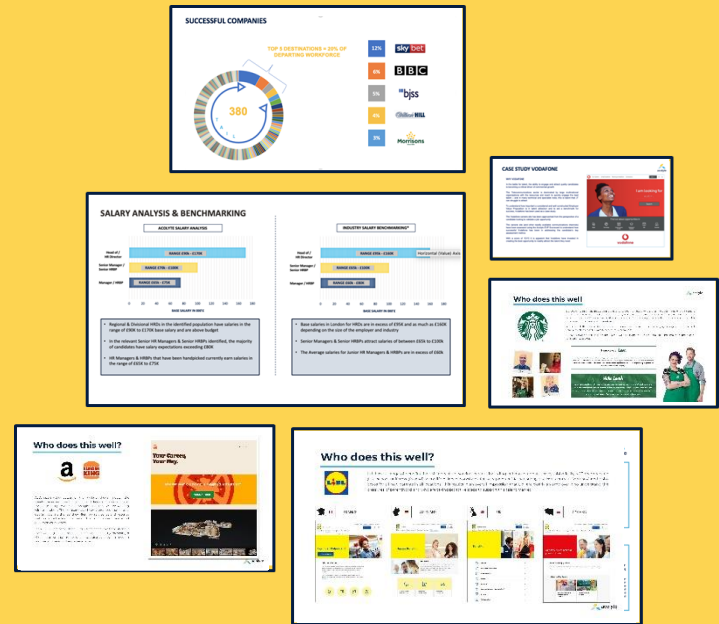


Employer Branding Audits

- How consistent are your employer brand touchpoints?
- How effective is your employer brand compared to your competitors?
- What is the impact of your employer brand with different job roles/diverse talent markets?

We can help you by maximising your talent attraction potential and ensuring your Employee Brand is represented clearly and consistently across all recruitment channels and the wider digital world.

Our solution scours your organisation's digital footprint and identifies every potential candidate interaction with your brand. We will benchmark your organisation against candidate reaction, consistency of communication and alignment of your target talent pool with your brand.



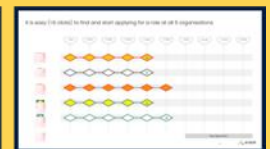
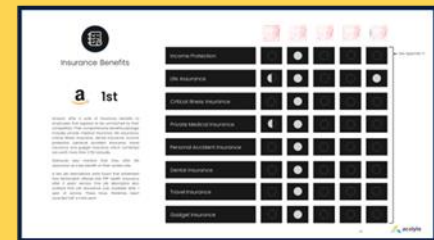
Employer Value Proposition Audits & Benchmarking

- **How does your EVP resonate with key talent markets?**
- **Is your EVP universally implemented?**
- **How do your EVP and benefits compare with talent competitors?**

We can quantify and benchmark your EVP and its implementation in greater depth than you ever imagined possible.

Our solution will identify, using your organisation's digital footprint, every potential candidate interaction with your EVP. We will benchmark your organisation against candidate reaction, hiring process, consistency of communication and alignment of your target talent pool with your job description and online presence.

We can then use this insight to help build your organisation an employee value proposition that truly resonates.



Diversity & Inclusivity Audits & Benchmarking

- How diverse is the precise talent market you are targeting?
- How do diverse talent markets respond to your organisation?
- How effective are your DE&I initiatives?

Every day, more and more businesses recognise the value of Diversity & Inclusivity in their talent base to bring different experiences, skills and perspective to business challenges.

Our Talent Intelligence enables you to see the true diversity of your critical talent markets. What's more it will provide you with a framework to benchmark your performance against your own internal targets and that of your competitors.

This enables you to measure the successes of your DE&I initiatives or build the business case for new ones.

“

Their technology focused approach has allowed us to gain valuable insight, which has directly led to shaping our strategy to find diverse candidates in very niche areas.

”

*Resourcing Manager
Global Accountancy Firm*



The Acolyte Talent Suite

Acolyte is a digital platform that delivers Talent, Diagnostics & Intelligence.

Talent Intelligence is one of three solutions, designed to help you solve talent challenges with data, hire the right people and make smarter strategic workforce decisions



Trusted Globally

Our clients come from every shape, size, and sector - from start-ups to multinational organisations.



trowers & hamlins



proactive



NS
+ R



Toyota
Financial
Services



Travelport

“

Our engagement with Acolyte on diversity & inclusivity has been a great success. The CEO, CIO and Chief People Officer love the insight that Acolyte offers and we can now measure our own performance against a proper standard in the industry.

”



*Deborah Finlayson
Head of Talent &
Organisational Development*





acolyte

Find out more

BOOK A CALL

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