

# Talent Intelligence

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Competitive advantage through talent



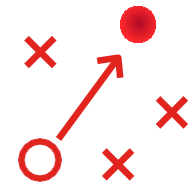


Future **resilience and growth** depend on  
knowing who, how and where to hire

Get these critical decisions right with  
**Talent Intelligence** by Savannah

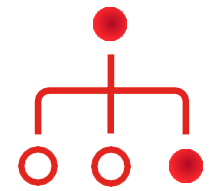


# Talent Intelligence offerings



## Talent Strategy

Talent Location Analysis  
New Capability Analysis  
Competitor Analysis  
Future Function Build



## Succession Planning

External benchmarking to determine internal successor strength versus the market



## Talent Mapping

Identification and analysis of total relevant talent pool for a future role

### Talent Intelligence Services



### Board Ready Recommendations



Unrivalled coverage



Reduced Risk



Cost savings



Key Stakeholder Alignment



Time saved

### Outcomes Delivered



# We commonly partner with

## Board & ExCo

**Strategic talent consulting** for boards and excos on where and how to build key leadership skills and succession planning

## HRD

**Providing actionable talent intelligence** on critical hires and mapping ahead of recruitment processes

## TA

**Providing fast support on live assignments**, particularly mapping for hard to fill roles and building pipelines for critical skills



# ROI from Talent Intelligence projects



**25%**

**Cost savings** from hiring in alternative locations



**4 weeks**

**Saved** on a typical executive hire through faster stakeholder alignment



**20%**

**More candidates identified** on average than in-house teams and other providers

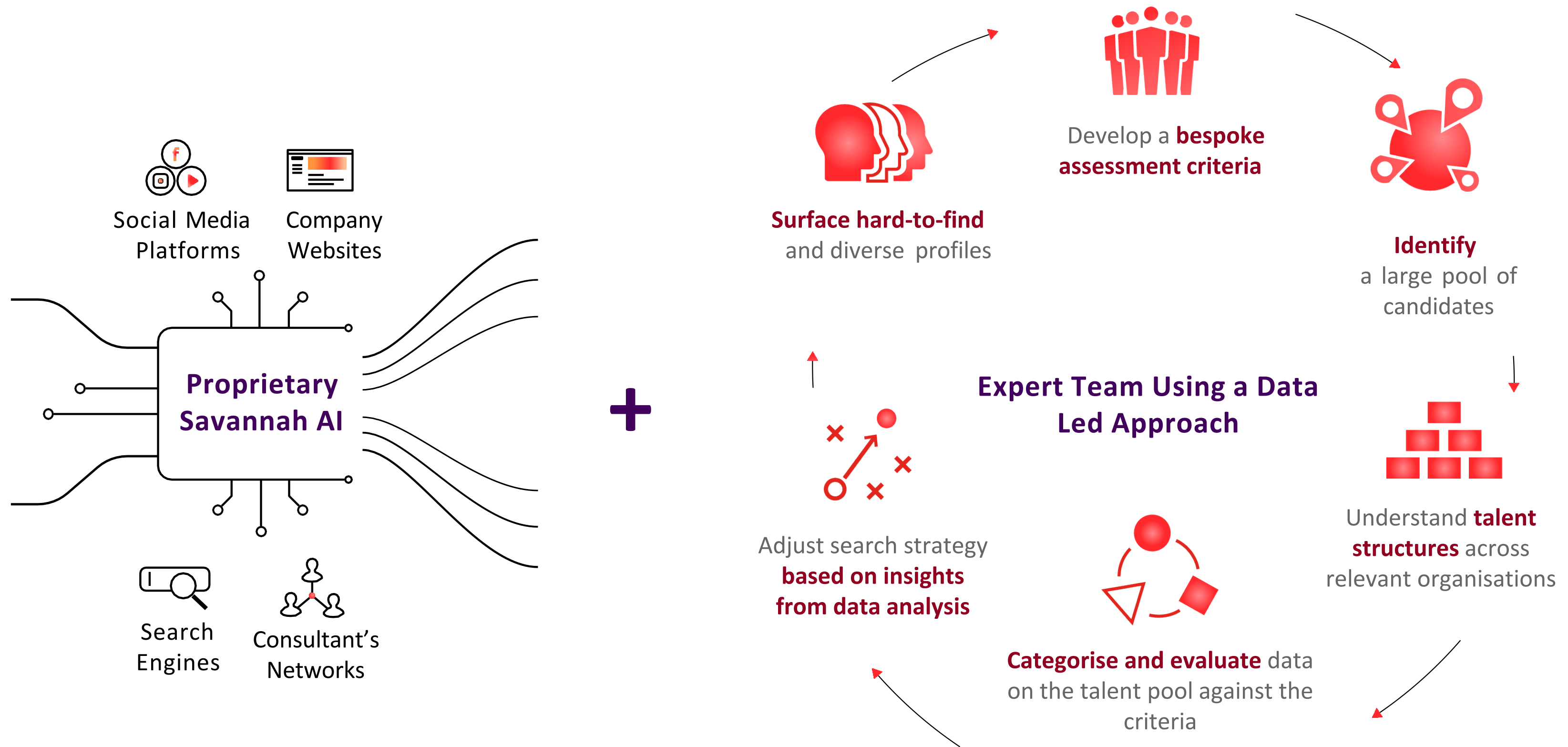


**€400,000**

**Cost saving** on a ten-person team build



# How we work: augmenting human intelligence with AI



# AI Technology that increases coverage, accuracy and diversity

Job Titles, Roles, Remits & Specialisms

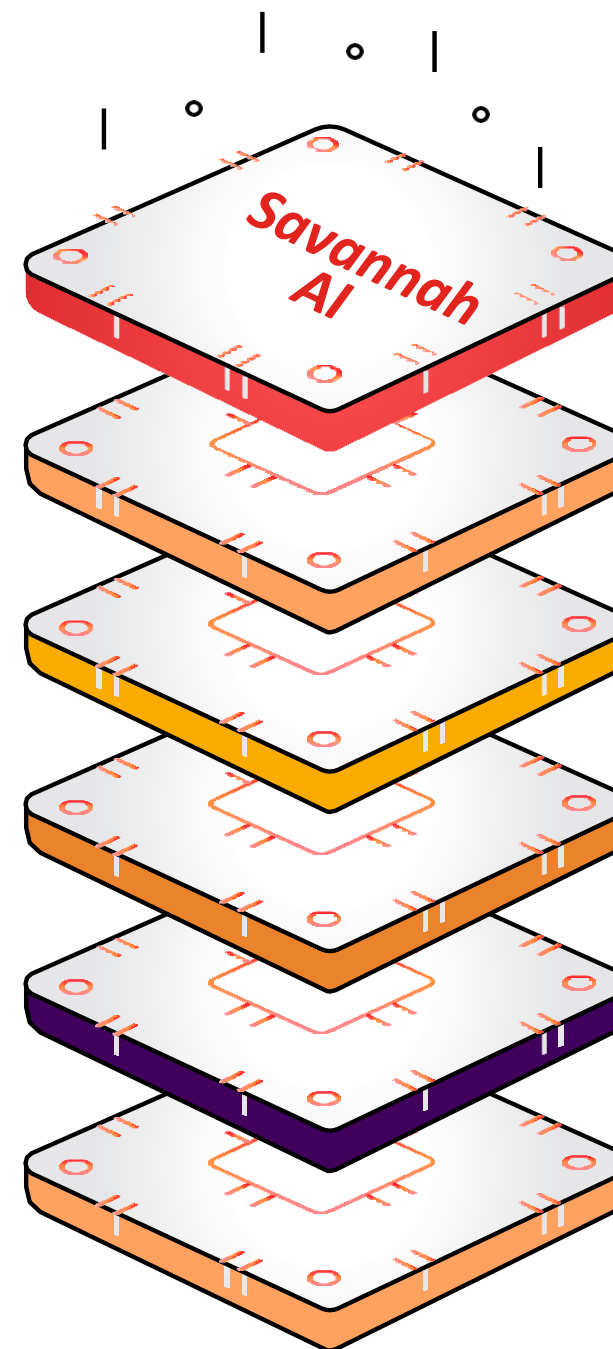
Capabilities & Experiences at Senior Levels

Skills, Industry Coverage & Career Trajectories

Education & Geographic Experiences

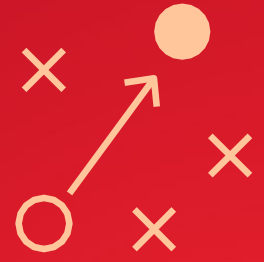
Diversity of Experience Across  
Functions, Industries & Environments

Company Types, Capabilities,  
Sizes, Structures & Locations



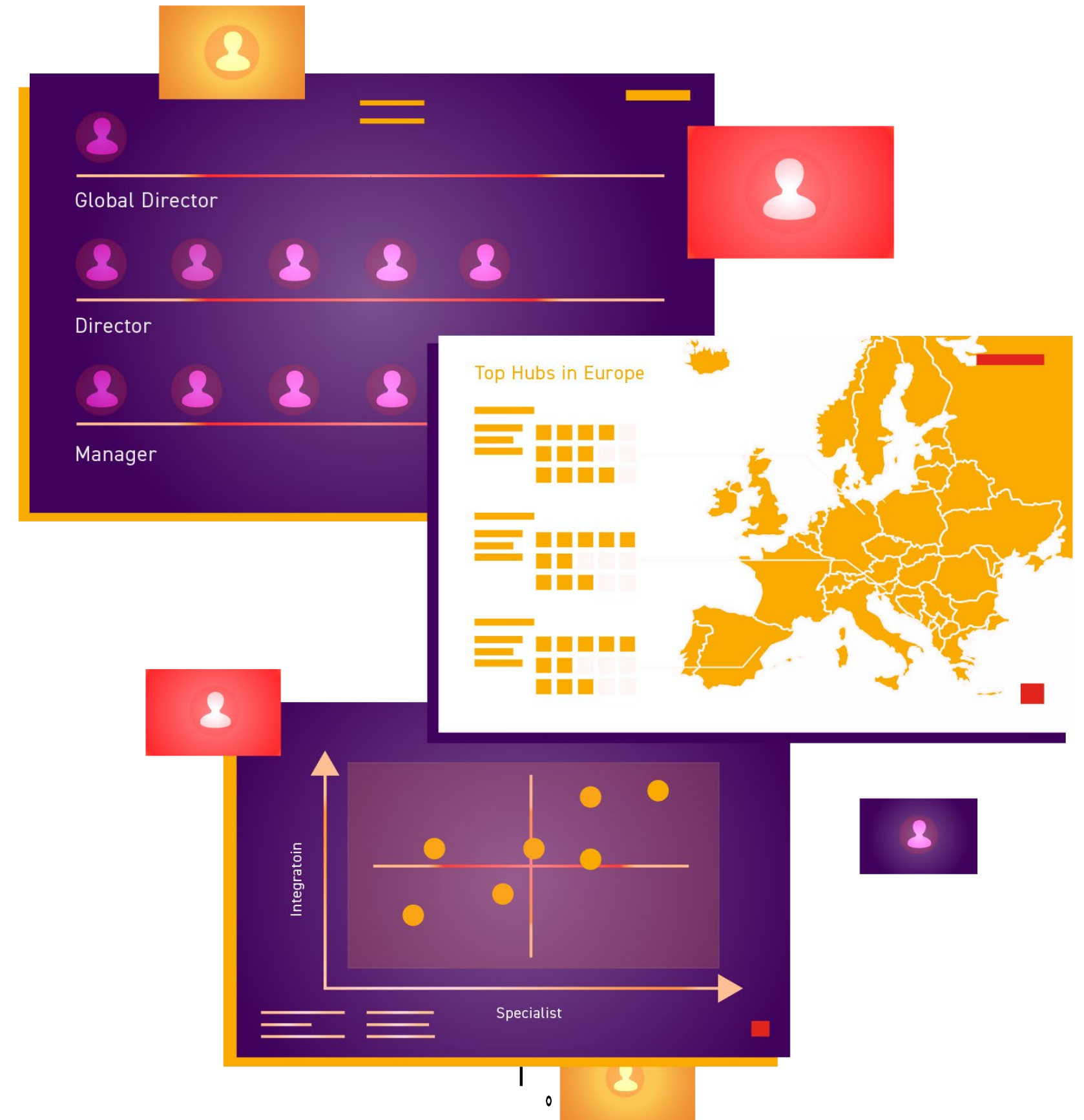
**Finding, Screening &  
Analysing Hundreds  
of Profiles Per  
Minute**





# Talent Strategy

- Insights to help you make the right decisions on everything.
- From how you organise strategic functions to where you base key talent.

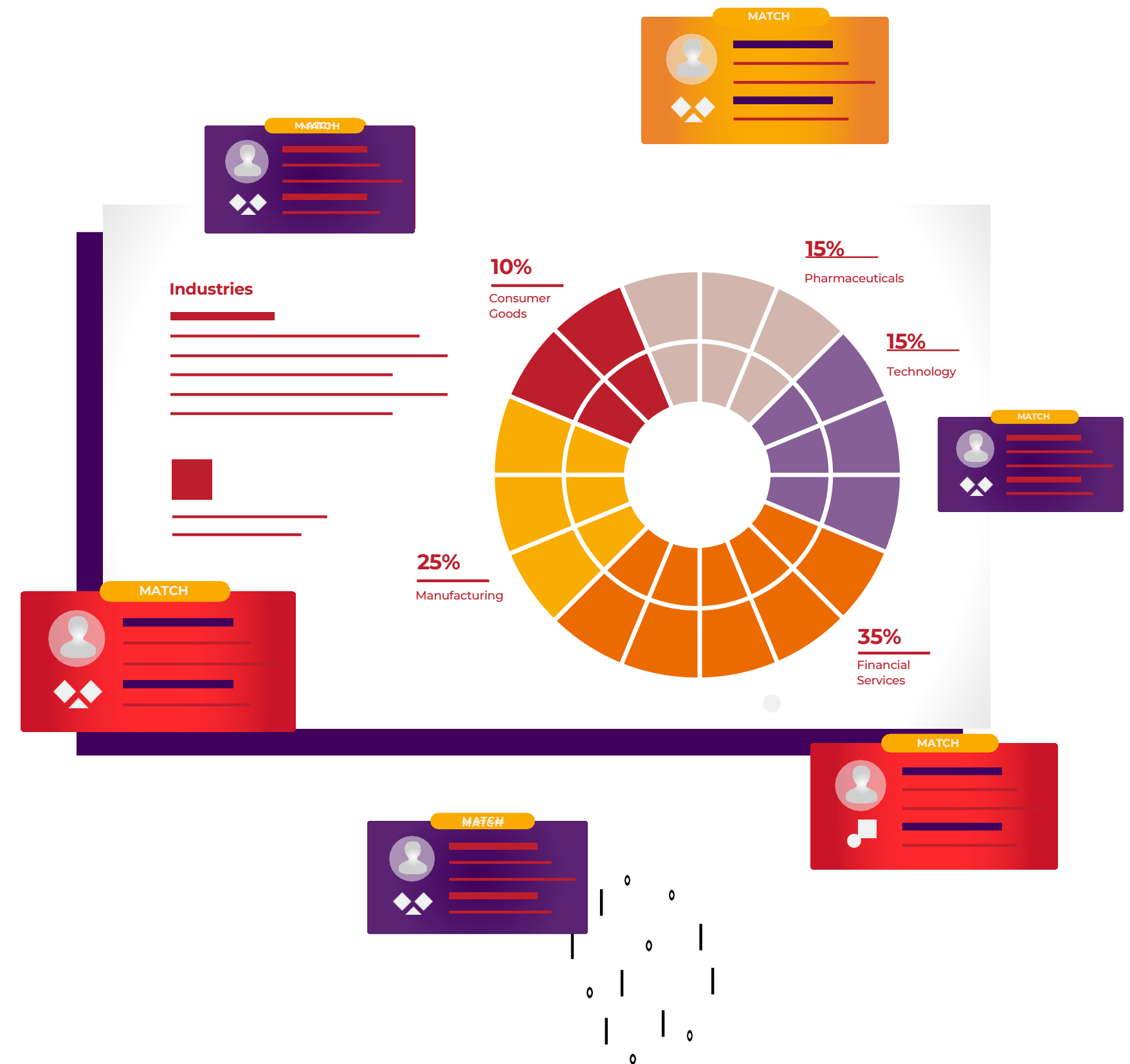


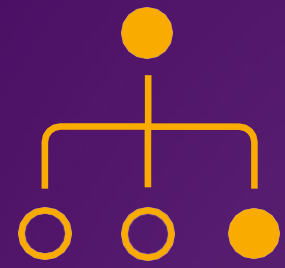




# Talent Mapping

- Building talent pools and pipelines of top talent for future roles.
- Specialising in surfacing hard to find leadership profiles.
- Market data gives you confidence and full visibility.





# Succession Planning

- Building effective succession plans and leadership pipelines.
- Benchmarking internal successors against the market.
- Providing rich comparative analysis to reduce bias in decision making.



# Client feedback



**Anthony York**  
Chief People Officer  
IP Group

"Savannah have done amazing work for IP Group which was very useful in helping us firm up our intended strategy. In my experience with external partners there's often a need to put in extra effort yourself to make their work fit for purpose, but with Savannah I didn't have to do that. They understood what I wanted and delivered exactly what I asked for."



**James Bryce,**  
Executive Recruitment Director  
Virgin Media O2

"Savannah has helped us to expand our frame of reference when it comes to how the organisation thinks about talent for the future. Their cutting-edge tools and experienced team have provided us with accurate data & insight as well as visibility of top talent. They have injected pace to critical decision making."



**Gemma Atha**  
Head of Talent Acquisition  
MS Amlin

"Savannah provided valuable support in building the succession plan for a key role in MS Almin's technology leadership team. This project created leadership alignment on the successor's ideal profile as well as valuable insights and clarity on the state of the relevant markets and candidate pools."



# Talk to us today

Click Below



**Diagnose, Design & Deliver Transformational Leadership**