

RESIDENT SPOTLIGHT

From Activity to Impact

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Context – Moving Beyond "Activity"



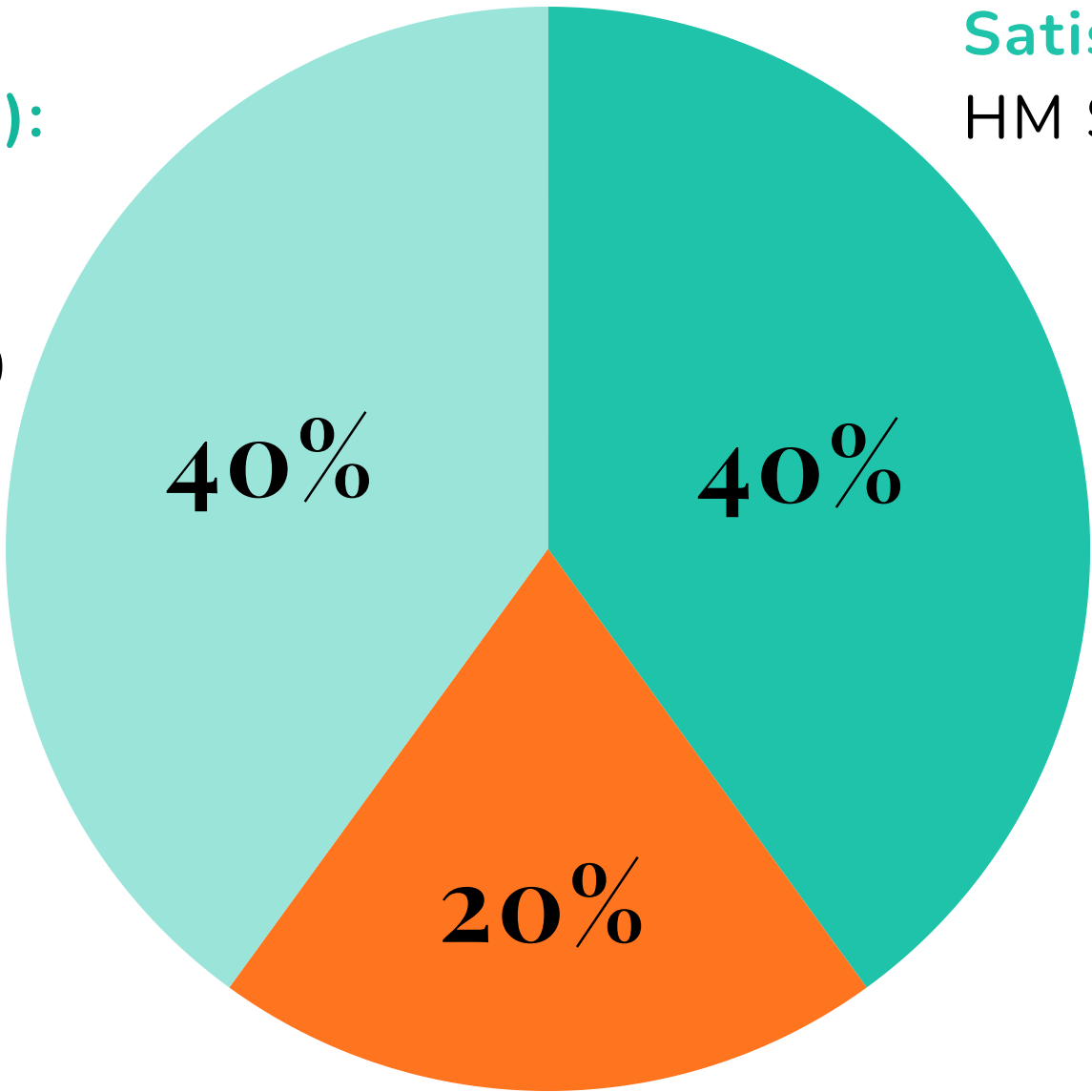
The Challenge: Lots of hiring data, but no single measure of success.

The Shift: From "How fast did we hire?" to "What impact did they make?"

The Solution: The Hiring Impact Score. A rolling 12-month indicator of hiring effectiveness.

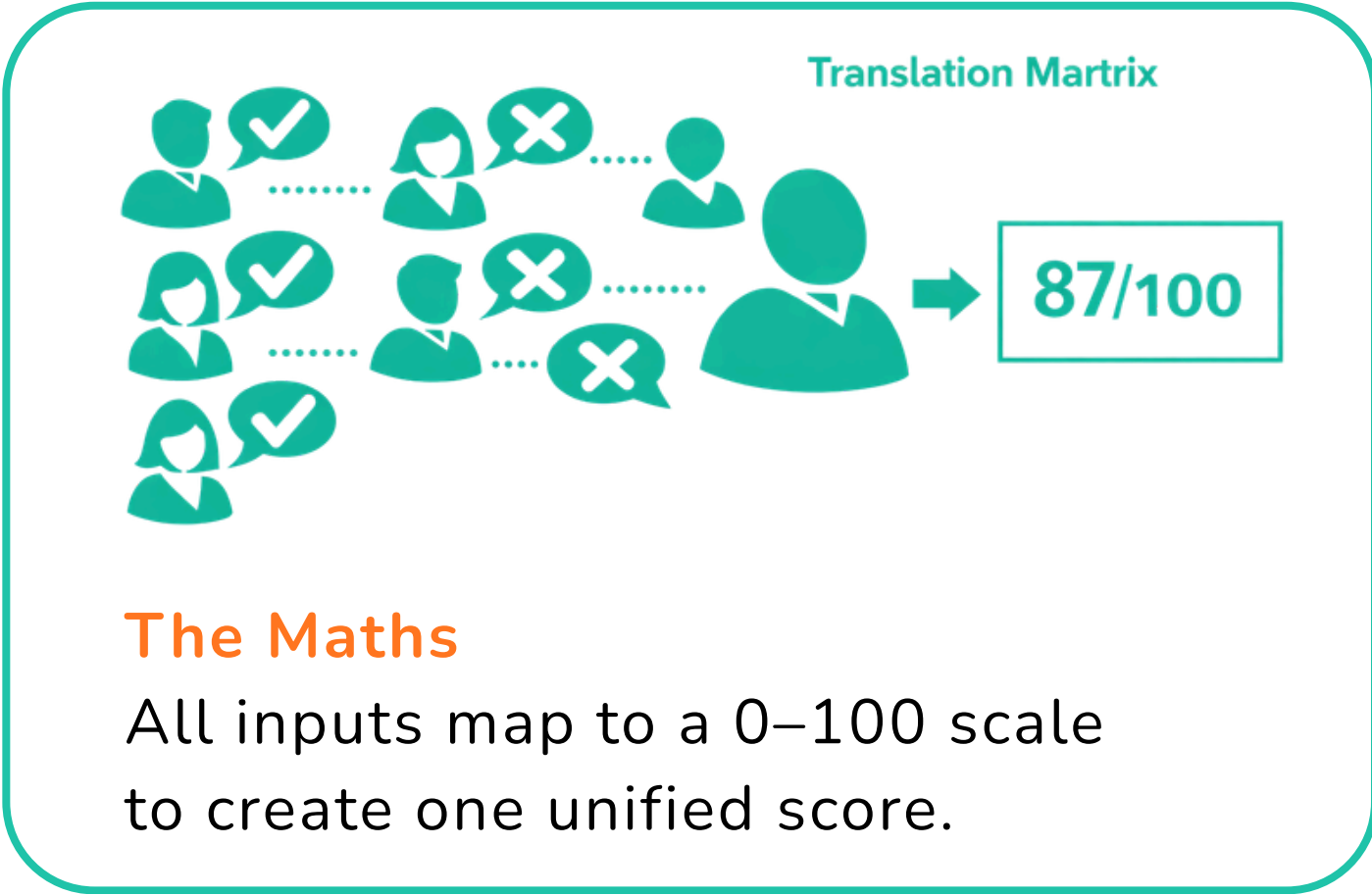
The Formula – The Anatomy of Impact

Performance (40%):
Talent Reviews
e.g., Core = 60,
High Growth = 100



Satisfaction (40%):
HM Survey (20%) + Candidate Experience (20%)

Early Indicators (20%):
Probation Outcome (10%) +
12-Month Retention (10%)



Securing Buy-In & The Magic Number

75

The Filter: Saying "No" to the noise (cost, diversity stats, source of hire).

The Baseline (75): Generated simply by running our current reality.

The Result: Total CEO buy-in -> Official Annual Company Goal for 2026.

The TA Blueprint – From Score to Action

The Reality of Data Lag:

Use "pending" flags while waiting for annual reviews.

The License to Drill Down:

Using functional/regional data to fix the leaks.

Uniquely Ours:

No external benchmarking.

We only compete with ourselves.

