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What will my TA function look like in 5 years?

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What will my TA function look like in 5 years?




Chris Pidgeon

IHG
HOTELS & RESORTS

Undeniable Value



Ben Rutter

 **BOND**

Future Op Model



Cheryl White

tide

Talent Clouds

TedTalks



Popp *Teamtailor*



Workshop session

RESIDENT TALK:

How TA functions create and demonstrate value

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“TA should have a seat at the table”



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**"IF YOU DON'T HAVE A SEAT AT THE
TABLE, BRING YOUR OWN CHAIR."**

SHIRLEY CHISHOLM - FIRST AFRICAN-AMERICAN WOMAN ELECTED TO CONGRESS



**Know the business
need in advance.**

**Deliver quality
options before
need.**





As Head of Talent Acquisition - top 5 strategic priorities to take TA into the future?

GOAL = Find Quality talent that fits the business need, fast.

Agency

In house

ENABLED BY...

Simplicity & agility

Lazer focus on goals

DISABLED BY...

Slow decision making,

Complicated processes & systems.



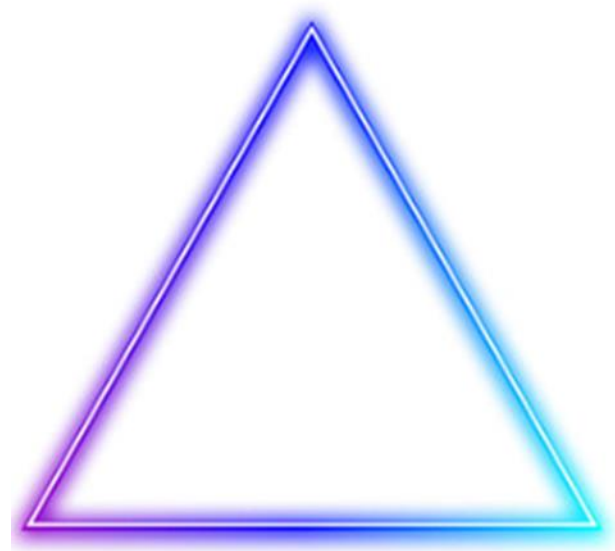
TA IN CORPORATIONS

ACCESS
ALL AREAS

Take Recruitment off the HR bottom line & be held 100% accountable

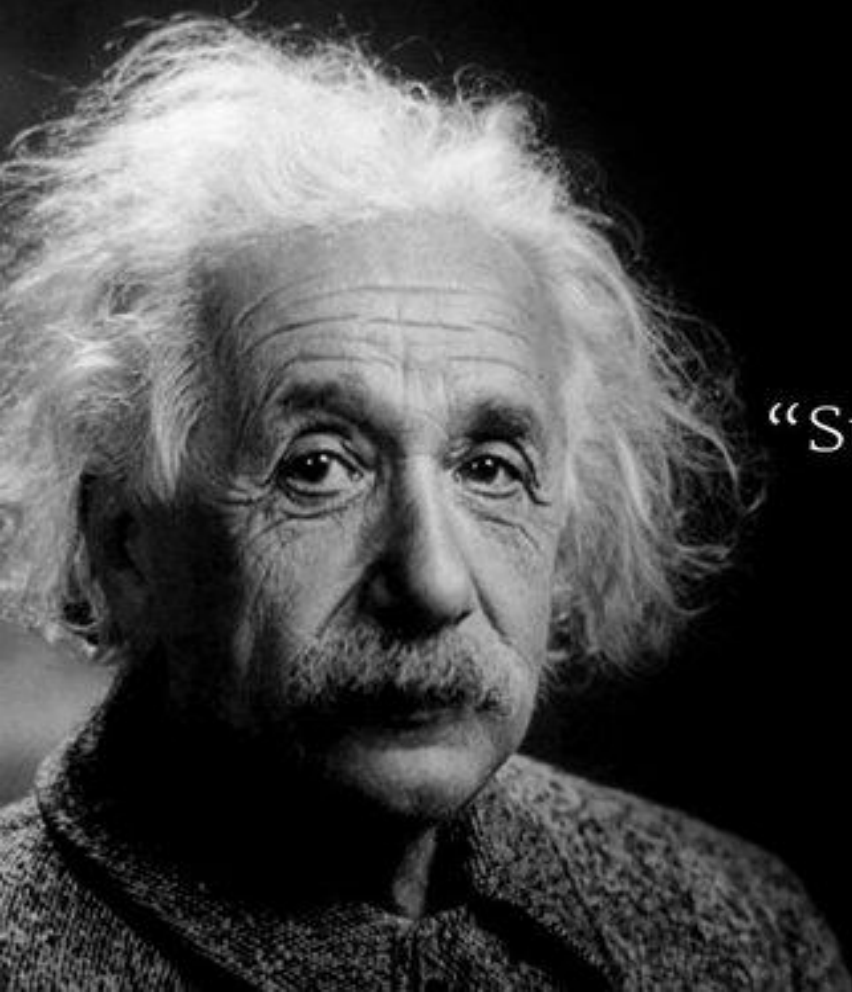
Chargeable
service to the
business

1,000 @ 2,000 = £2m



Enabled through...
Strong, influential TA Leader
Understand the business need
Exceptional People (70:30)
Marketeers not Administrators
Scale & Nurture a digital black book
Deliver talent before need
Sell the value created

Cover costs (profit, a bonus) - Re-invest into agile systems & further AI to unlock the capacity to excel.



“Strive not to be a success,
but rather to be of value”

-Albert Einstein-

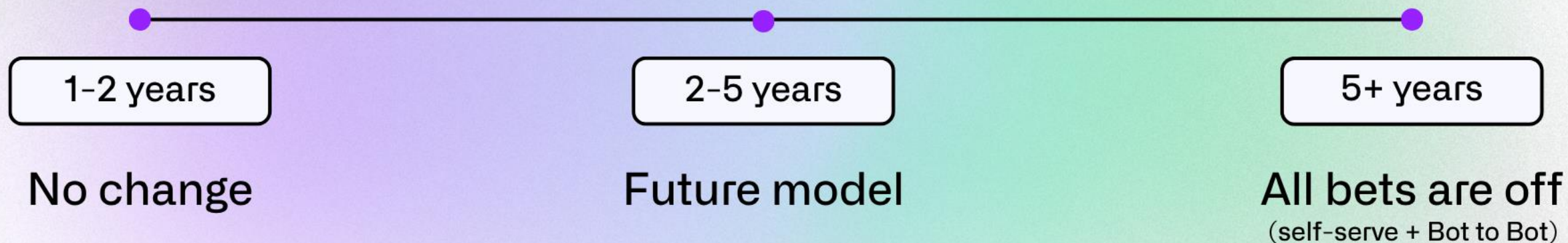
The future TA function

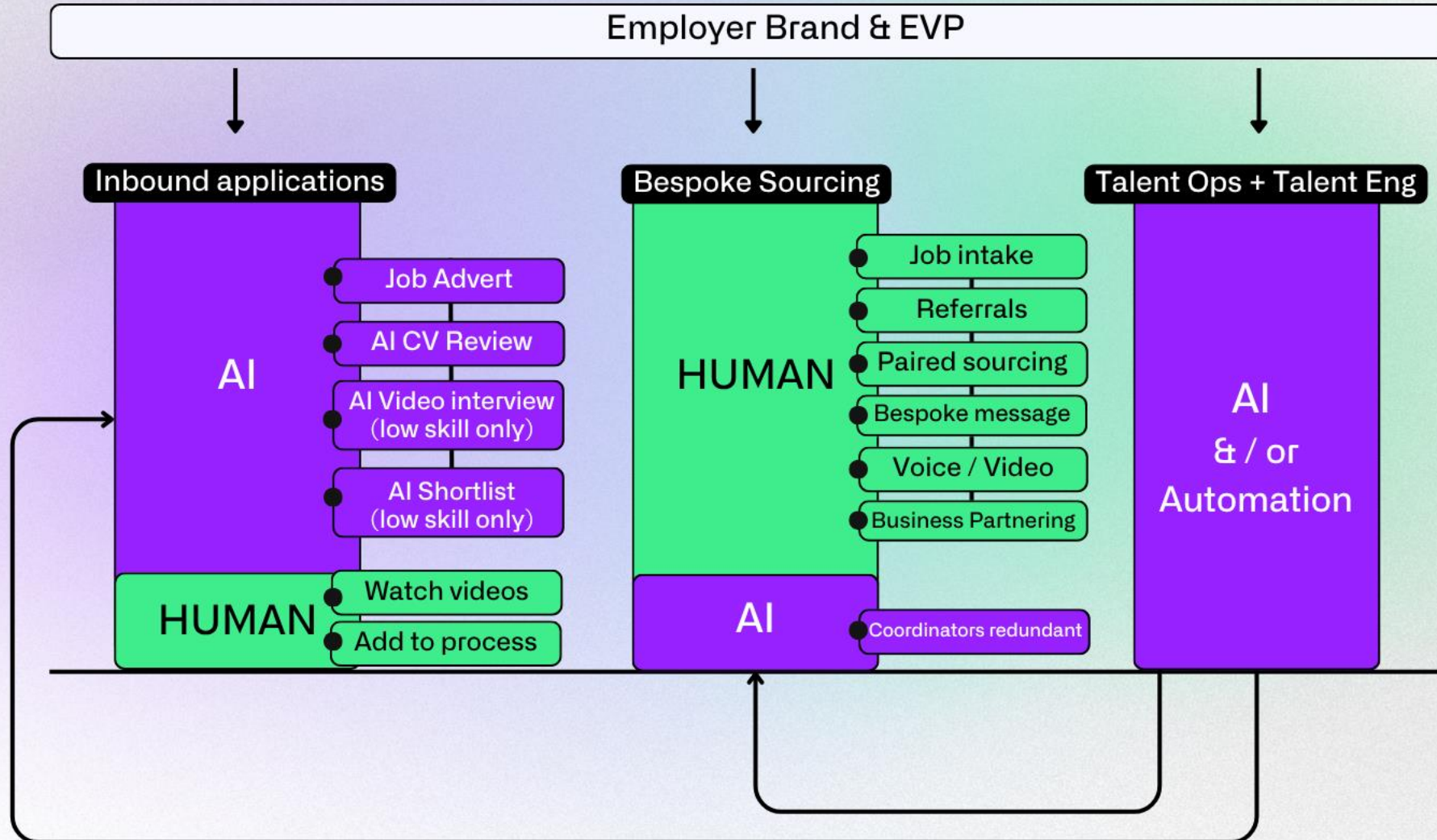
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The future TA function





RESIDENT TALK:

The End of Talent Pools: Welcome to the Talent Cloud Era

How Talent Acquisition will transform in the next 5 years

Cheryl White | **tide**

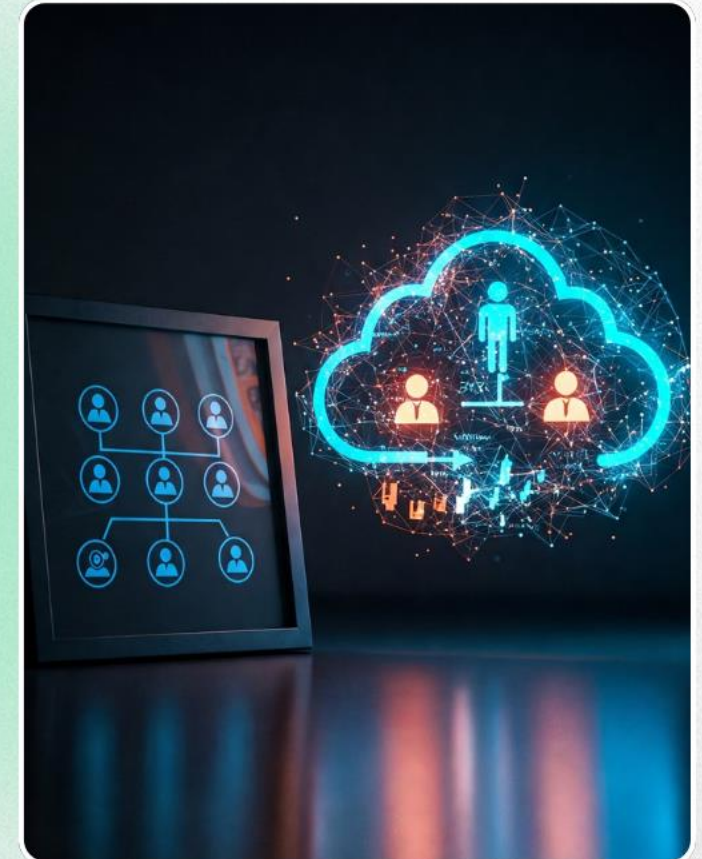


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Talent Clouds: Dynamic cloud ecosystem

Talent Pools = Static, outdated, reactive

Talent Clouds = Dynamic, boundary less, predictive



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What is a Talent Cloud?

- Real-time ecosystem of near misses, past employees & candidates, open source contributors
- Always-on, AI-curated, skill-based
- Informed by multiple data streams (GitHub, LMS, CRM, ATS, etc.)

The problem with Talent Pools

- Manual maintenance
- Passive candidates ignored
- One-directional communication
- Lacks current context (skills, availability, interests)



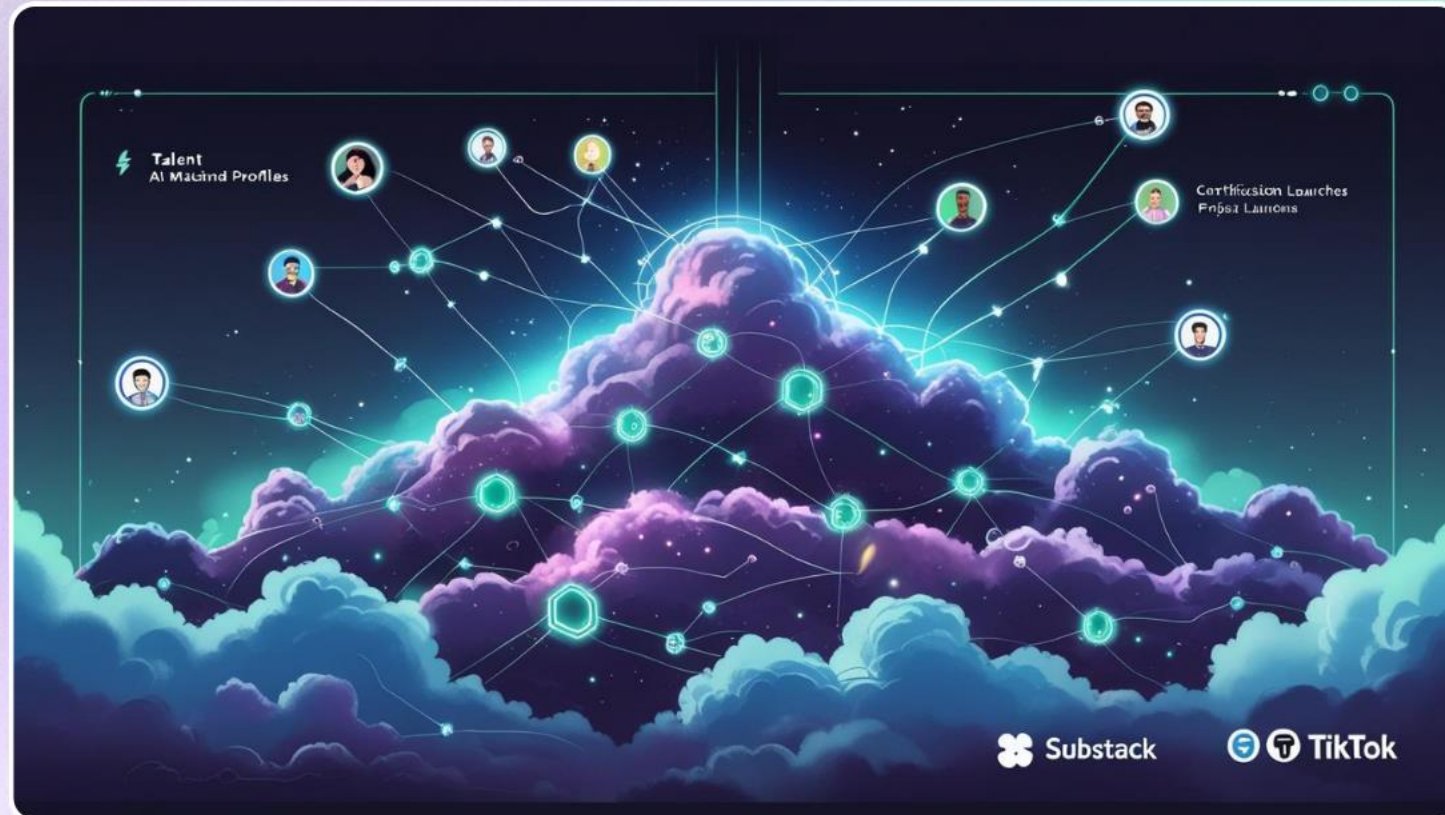
The Talent Cloud experience

- AI-matched profiles
- Live signals
(Certifications, project launches, availability)
- Source diversity
(LinkedIn, ATS, CRM, Social Media, GitHub, Substack etc.)

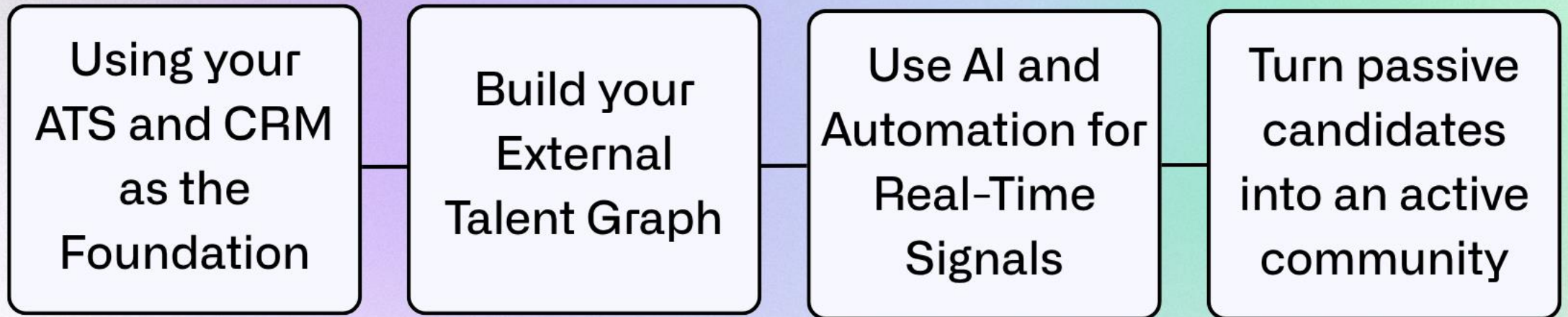


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How to Power the Talent Cloud?



How to Power the Talent Cloud?



How to Power the Talent Cloud?

ATS and CRM

Tag & enrich
candidate profiles

Re-engage past
candidates and silver
medalists

Use segmented
pipelines

Build External Talent Graph

Monitor contributors in
GitHub, StackOverflow,
Dribbble, Substack,
Discords, and niche
Slack communities.

Use Scraping + Alerts

Assign sourcers or
interns to curate talent
nodes

AI +Automation

Set up LinkedIn
alerts

Use AI
summarization tools
to screen GitHub
readmes or design
portfolios.

Passive candidates into active community

Launch a quarterly
newsletter / podcast

Create invite-only
events, coding
challenges, or AMAs

Offer micro-
mentoring

How to Power the Talent Cloud?

Talent Cloud Component

Use this today

AI Matching Engine	→	CRM + keyword tagging + filters
Dynamic Talent Signals	→	Alerts, scraping, content monitoring
Engagement Layer	→	Newsletters, events, community tools
External Talent Graph	→	GitHub, forums, social + tracking
Continuous Activation	→	Re-nurture past candidates

TA's New Role in the Cloud Era

Old Role

Sourcing resumes

Posting jobs

Screening CVs

Hiring reactively

New Role

Curating ecosystems

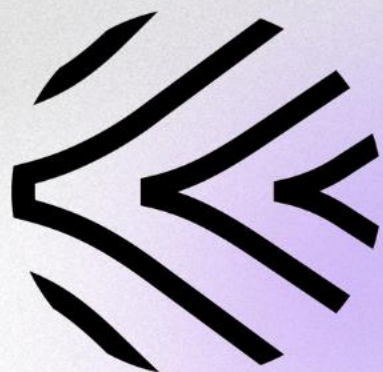
Designing signals & flows

Managing AI interactions

Orchestrating inflow



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Thank you!



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