

# Connecting Companies to Exceptional Talent

## **A challenge to assure Excellence & Diversity**

### **Diversity and Inclusion hiring**

An international medical services firm had not accomplished their diversity objectives, despite engaging in conversations with over 40% of potential candidate prospects from minority backgrounds and/or female.

Taplow carefully examined the medical and management roles of the current employees as best could be accomplished, without one-on-one interviews but relying on information provided by client leadership. No clear trends emerged as leadership was disinclined to probe the approaches in their offices or perhaps really could not differentiate the differences.

### **Taplow Solution**

Our approach avoided challenging the thoughts of existing staff, but readily allowed current team to share their thoughts and suggestions on staffing, recruitment and development without unnecessarily challenging the current team approach to enhancing diverse representation.

Based on embracing the current workforce concerns about the breadth of their skills and capabilities without emphasizing diverse representation. As best we could, we identified the characteristics of the current medical and support staff, including but not limited to, diversity and emphasizing the basics of education and experience including unique experiences such as varied organizations and governmental or military related exposure.

Our initial candidate presentations did not emphasize the education or unique experiences, which might have been pejoratively challenging to the senior level of the work force but rather focused on the uniqueness of successes which was well received as part of our assessments.

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## Outcome

By supporting the companies Talent Acquisition and Line Managers through the recruitment process, honing recruitment messaging to attract diverse candidates, the organization was able to take enormous strides in meeting its recruitment goals.

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