



Ahead of the Talent Curve



Introducing Expert Talent Mapping

Talent Mapping is the cornerstone of our process ensuring real-time knowledge and insight to uncover passive talent. Our talent mapping methodology is applied to the Internal Talent landscape and/or the External Talent Market. It's geared to the profiling and identification of talent across numerous tiers building out of reporting structures, which is underpinned by a technology platform that supports research, collecting, analysing and monitoring of relevant information which is communicated via a digital platform.

Internal mapping is ideal for Succession Planning, High Performers and Young Leader programmes to mention a few.

External mapping results in building out a lens for the client. Where an exact match is identified and ready to consider an organisational move, the work is concluded with an option to manage interview and placement. In cases of identified future Talent, loyalty based initiatives are activated to keep in touch and nurture the connection until the time is right.

Mapping is a time and resource intensive format, and the project is executed according to requirements by client and stage of business growth needs. We speak of different tier options which include basic criteria when embarking on this size research.

“Cortez Executive Search has shown exceptional professionalism in identifying and sourcing talent for critical positions. We have been successful with their level of engagement and professionalism with
Cortez Executive Search.”

General Manager: Group Talent Management and Transformation



Walk-through of our Process

Our talent mapping acts as the fundamental blueprint that underpins both your immediate and future talent strategies. A substantial framework optimised to find aligned talent. This includes reporting on industry intel and new data that serves to empower People Directors and influences their talent strategy. It includes migration data, salary benchmark data and anything else your organisation experiences a current gap in.

Our technology is supported by one of Africa's largest technology organisations, utilising state of the art tools to gather information that provides in-depth analytics that support and enable our client, to remain relevant and ahead of critical trends, as well as the nuances that influence people individually and their organisations as a whole. The outcome remains to confidentially appoint the right talent while guaranteeing that they remain an employer of choice accessing the best talent.

What don't we do

Traditional recruitment agency approach which is reactive:

Get the job spec → search job portals where active job seekers are → advertise to get CVs → send CVs to client → rely on placement fee.

Instead

Our non-traditional approach is proactive to achieve high quality results:



Taking a deeper look

The list of criteria mentioned, is available to you, and will be discussed during our briefing discussion. Illustrated here as follows:



Digital Access

With each mapping project we deliver real-time raw data to you in an editable document, so that you get to access it for optimal analysing purposes.

We include some data analysis (graphs) for you to obtain a fast overview of real-time trends. You can build on that to meet internal reporting requirements.

This document will be ideal for integration into your own internal talent system.

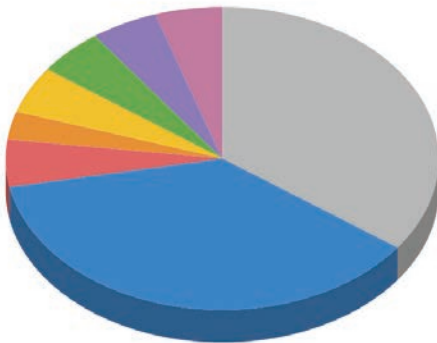
Refresher Options

Refreshing the mapping data is recommended in order to keep that relevant. Our live consultancy of professionals source the information telephonically and refreshing can be done as soon as 3 months after mapping delivery was concluded to keep the information relevant.



The following are Basic Graphs included in your mapping

Diversity Landscape



- White Male
- Black Female
- Indian Male
- White Female
- Coloured Male
- Indian Female
- Black Male
- Coloured Female

Degree Qualification by Race & Gender



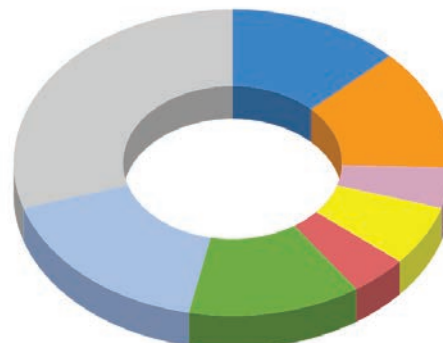
- Coloured Female
- Coloured Male
- Indian Female
- Indian Male
- White Female
- White Male

3-Year Diploma Qualification by Race & Gender



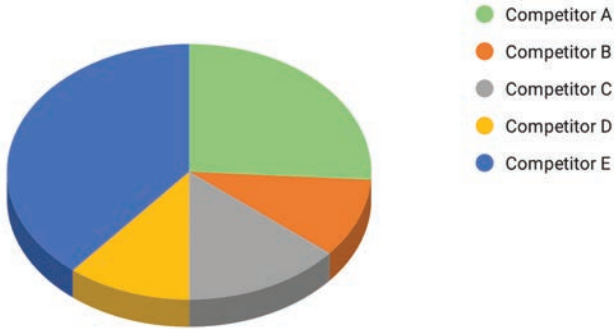
- African Female
- African Male
- Coloured Female
- Coloured Male
- Indian Female
- Indian Male
- White Female
- White Male

Other Qualification by Race & Gender

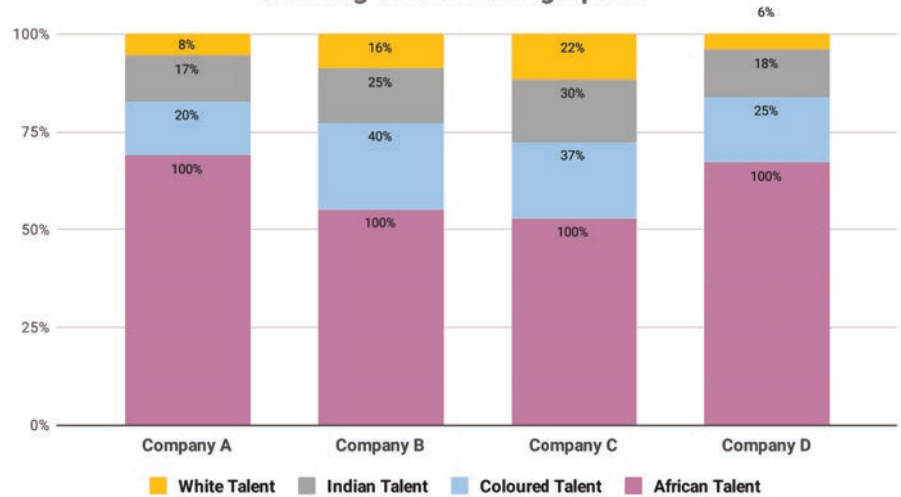


- African Female
- African Male
- Coloured Female
- Coloured Male
- Indian Female
- Indian Male
- White Female
- White Male

Talent's Perception of Competitors' EVP



Defining Talent Demographics



Talent Team Benefits

Accumulating Real-Time Market Data over a sustained period of time can give businesses a detailed and broad view of the market for talent and it enables them to be decisive in their hiring, while building a clear foundation for succession planning.

- ✓ Talent across industries, find your hidden gem
- ✓ Bolster internal pipeline where bench strength is weak
- ✓ Help keep succession slate current
- ✓ Proactive approach to the market
- ✓ Acquire and build market intelligence
- ✓ Gather industry and competitor data
- ✓ Identify and earmark highly desirable Talent
- ✓ Align to business change with digital data access

Great benchmarking tool for:

- ✓ Strategy
- ✓ Remuneration & Employee Benefits
- ✓ Competitor Structures & Reporting Lines
- ✓ Levels of Responsibility
- ✓ Skills
- ✓ Academic Background



The entire solution can be scoped and customised to specific desired outcomes!

Get in Touch

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