



HOW IN-HOUSE SEARCH TEAMS USE ENCORE

to Win in the New Era of Executive Talent Acquisition

CLUEN'S SOLUTIONS FOR IN-HOUSE TEAMS

- What do in-house teams need beyond LinkedIn and “the ATS?”
- Metrics for talent teams to rival the world’s best search firms
- World class reporting of executive search status updates
- Building talent pipelines and engaging key industry leaders
- Centralized talent relationship management for secure, compliant competitive intelligence
- And much more from our decades of proven results...

With a continuous rollout of new technologies since 1990, Cluen’s experts have pioneered executive search technology and worked with executive talent teams within the world’s largest corporations.

Your high-level executive recruiting/sourcing team is probably trying to use an HRIS/ATS staffing system to handle strategic relationship-based recruiting. If they’re not, we bet that they’re forced to use Microsoft Outlook, Salesforce or even a spreadsheet to get the job done alongside LinkedIn.

The world’s best executive talent teams are able to produce results rivaling the best executive search firms, but with an insider’s advantage and only one “client.” While some searches require an outside specialist, the tools and techniques of executive search are no secret. Now, even more organizations are able to bring their c-suite a competitive advantage through these best practices and evaluate the performance of outside researchers and search firms.



Proactive nurturing of key industry relationships, “steering” talent pipelines to meet strategic goals, and completing the executive search process quickly and smoothly, are the powers that combine to bring in-house teams success and recognition.

The technology behind Encore is developed to help organizations cost-effectively win the war for talent. With the highest security standards, GDPR/CCPA/OFCCP compliance, 24/7 monitoring/response, extensive tech support and informative webinars, you can ensure that your team’s success is supported.

This report illustrates some of the most common issues that Cluen’s technology and implementation addresses. Contact us directly to see how this would work for your team.

WHAT DO IN-HOUSE TEAMS NEED BEYOND LINKEDIN AND “THE ATS?”

This is different

The Applicant Tracking System (ATS) used by your organization cannot afford to track long-term personal relationships with each contact. During an executive search, you cannot afford not to. Data in LinkedIn is great, but everyone has it—all your emails, docs and spreadsheets contain your real proprietary knowledge—failing to organize and protect this data is wasteful and negligent.

Keep it clean and safe

The trick is to collect that proprietary knowledge centrally without major extra effort from your team, then leverage it to nurture relationships, map out the industry leaders, and execute searches like pros. Do you have quick access to the history of your team’s contact and connections to your competitors’ key talent?

Show the payback

Properly using this special knowledge to map and recruit executive talent has visible payback in your company’s competitive edge and your recruitment budget.

METRICS FOR TALENT TEAMS TO RIVAL THE WORLD’S BEST SEARCH FIRMS

Work like the best

There is no way for an internal executive search team to perform like the best outside agencies without the right tools. Whether your team uses outside search firms for all, some, or none of your leadership hires, you need the right tools to collect and organize all of the valuable data that is collected during the process. Cluen’s tools are optimized to enable a smooth executive search process, and to visualize the data to pinpoint key opportunities.

Measure results

You cannot manage what you cannot measure. Showing the value of excellent sourcing, relationship development and executive search is easy—but you need to have the numbers.

Win

With the right tools, demonstrating the value of your collected knowledge and executive search results is easy. Teams that lack these tools will constantly get out-competed by their rivals and leave outside agencies unaccountable.



WORLD CLASS REPORTING OF EXECUTIVE SEARCH STATUS UPDATES

What do your hiring committees expect?

With as few as zero clicks, deliver beautiful status reports for all of the executive searches in process.

How much time does this take today?

Cluen solves the report-creation bottleneck through integrations, automations and pre-set templates. Having the right data, presented the right way, changes the dynamic of managing the search process and frees up the time to get proactive on other priorities.

BUILDING TALENT PIPELINES AND ENGAGING KEY INDUSTRY LEADERS

Where do your next leaders come from?

General sourcing and networking? High-placed referrals? Outside consultants? How can your team collaborate to centralize?

What is your “pipeline” strategy?

Is there a clear plan for what talent to nurture and how to do it? Is that plan working? How do you know? Cluen's system enables you to visualize your pipeline progress and steer the strategy based on what's working. This can be extremely simple and virtually effortless when connected to your existing systems, but failing to make even a simple plan has only one outcome.

Nurture your organization's talent relationships

Hint: you cannot afford to without automation, and LinkedIn is already oversaturated. You need to see which key executive talent is engaged and create personal messaging to nurture those relationships. Without the right system this is practically impossible for a busy search professional, let alone a team with rotating players or during a re-org.

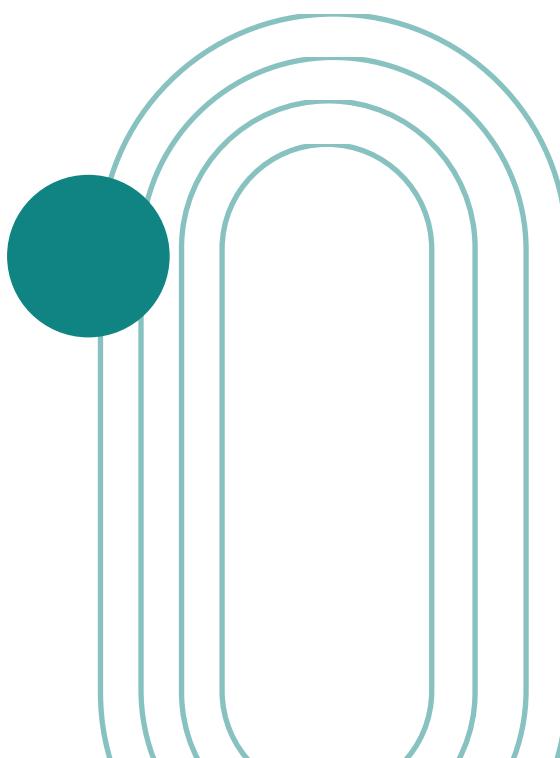
CENTRALIZED TALENT RELATIONSHIP MANAGEMENT FOR SECURE, COMPLIANT COMPETITIVE INTELLIGENCE

Central Intelligence

Our company has invested huge amounts of time and money to learn about top industry talent. You have communications, interviews and assessments that happen way before ATS/onboarding. How does your board of directors and c-suite leverage this data collected relentlessly by your executive recruitment team and your outside search firms on your behalf? If they don't think they have a good plan, then they are missing the most valuable piece of the puzzle, cherished by your competitors.

Secure operations

Keeping this wealth of knowledge in spreadsheets, emails and PDF reports spread across the team and the leadership would make your information security team blush. Cluen has unique operations to enable a secure central repository of your own that meets the compliance requirements of our clients based in the EU, UK, US, Switzerland, Canada and across all six industrialized continents.



ENCORE

Build Better Competitive Intelligence

Strategically develop competitive intelligence about key industry players.

Become a Data Compliance Expert

Automate the consent management process and support your unique practices and templates.

Manage External & Internal Teams Better

Streamline the efficiency of your recruitment teams by tracking key milestones in the talent acquisition process.

Artificial Intelligence Keeps Data Clean

Resume/CV and LinkedIn parsing tools make it easy to manage data.

Automatically Track Communications

Integrated with Outlook and Gmail so you can track all business-related emails, meetings, and tasks in one place.

Create Customized Reports

Make the most of your historical data by accessing lists of candidates who have been on similar searches in the past. Generate customizable templates that can be quickly accessed and adjusted on the fly.



Our background



Simply put, with over three decades of proven success, Encore is the preferred software for high-level executive recruiters. Chances are; if you hire executive search consultants, you've hired a few of our clients.

Working with the most forward-thinking corporate executive recruiting and sourcing teams, we have also been pioneering the state-of-the-art technology for HR and have the global "best practices" in the bag.

We've taken our secure cloud-based and on-premise solutions, added specific features for HR teams, isolated the core techniques of executive search/sourcing and developed an implementation plan specifically for corporations that need to create a world class in-house executive search/sourcing team.

How we do it

ENCORE

Hard work—we don't just point you to the software and wish you well. Success is defined as: "Your strategic goals are achieved." Multiple planning sessions are used to identify and prioritize the critical objectives within your overall talent strategy. Since some of the top corporate teams are already using Encore, your entire implementation process will be driven by our proven methods and you'll be up and running in weeks, not years.

At the end of the day

A solution that delivers real value with proven methodology for success. More efficiency. More accuracy. More knowledge. Less time. Since their results are so critical, doesn't your in-house high-level recruiting team deserve the best tool?

CONTACT US

NOT A CLIENT?

Email our team directly
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ALREADY A CLIENT?

Schedule more training
MoreTraining@cluen.com

For a quick response
Support@cluen.com

