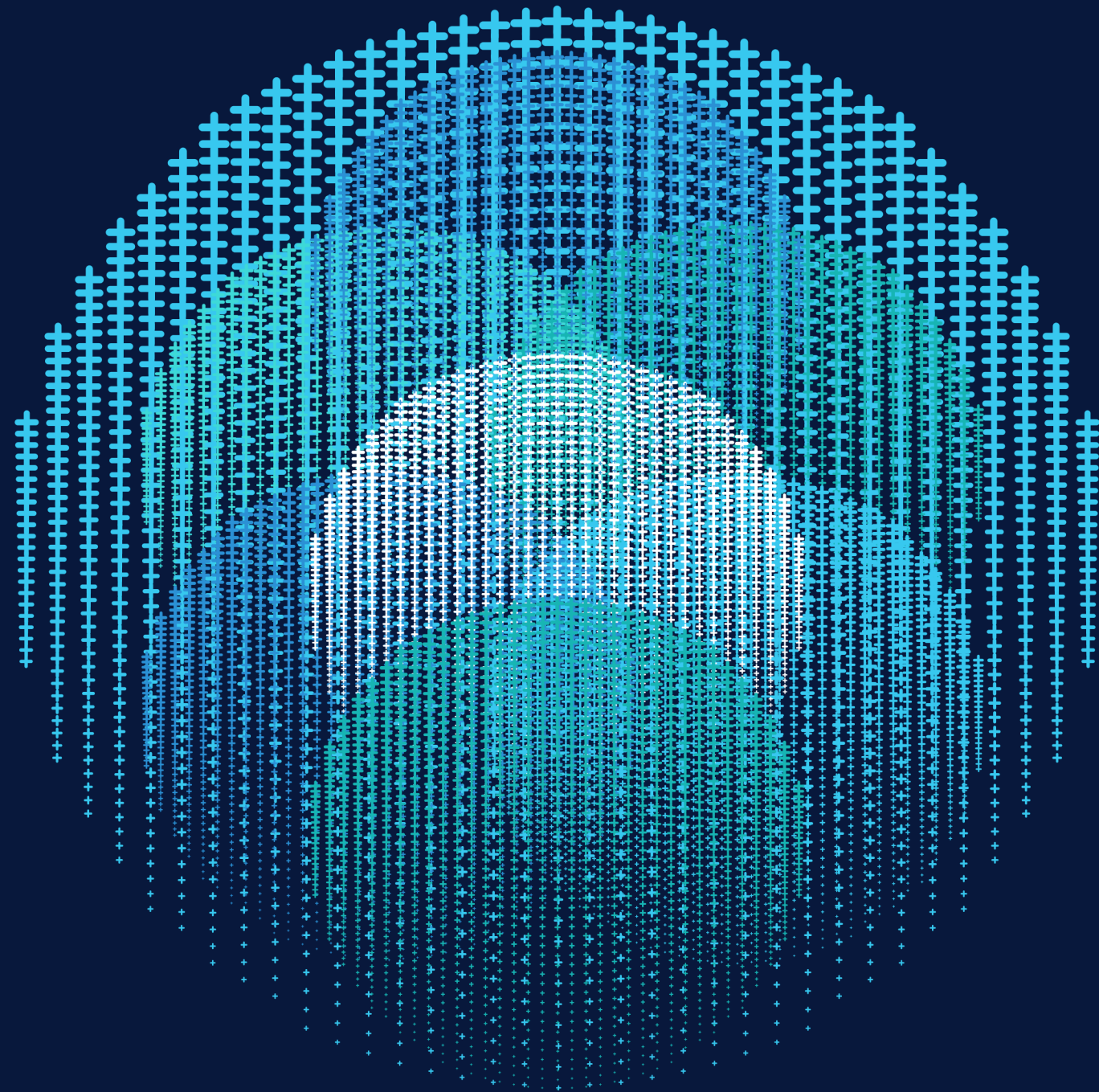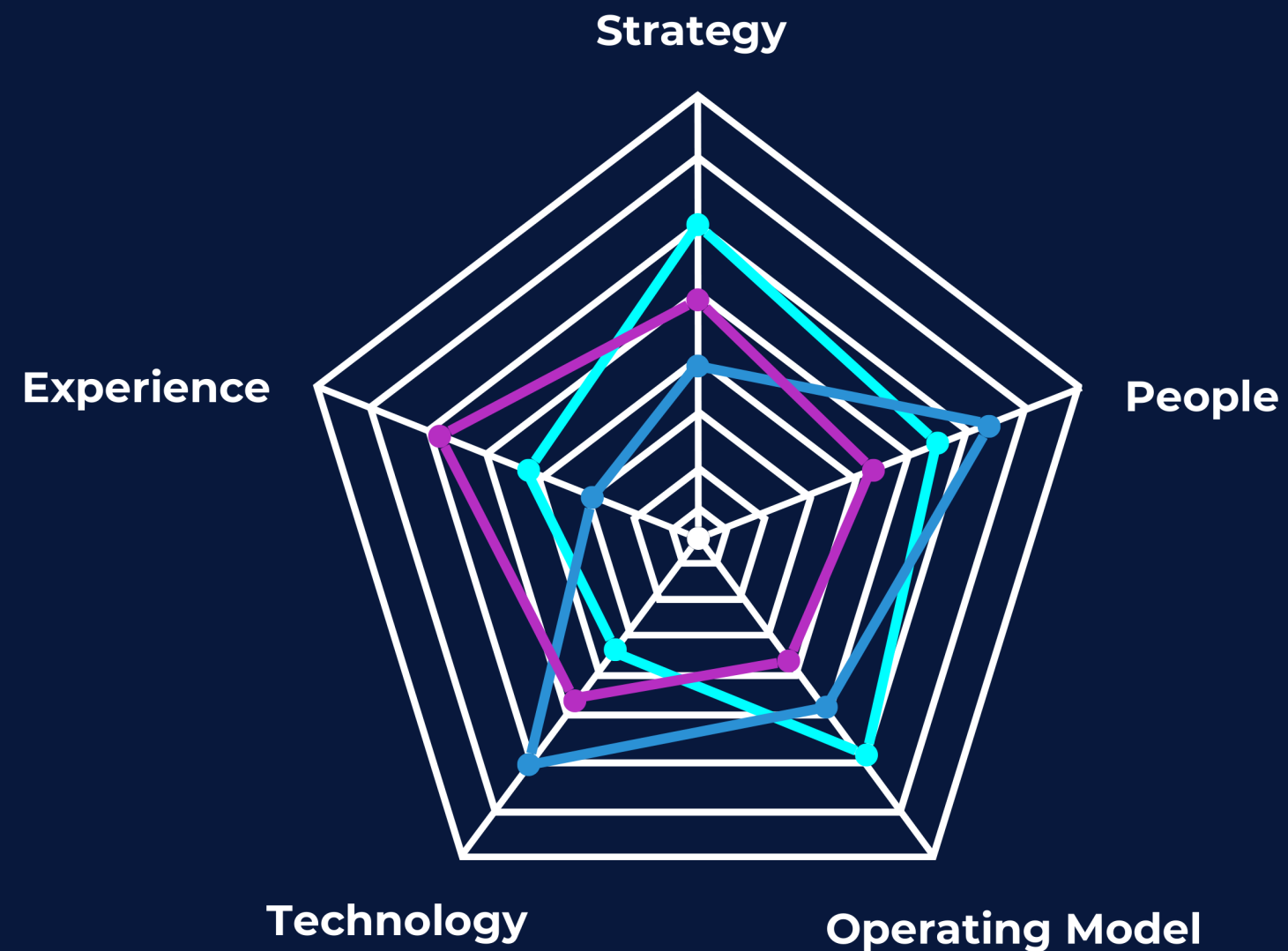# MACRAMÉ

TA TAPESTRY

Talent Acquisition Diagnostics

What is TA TAPESTRY?
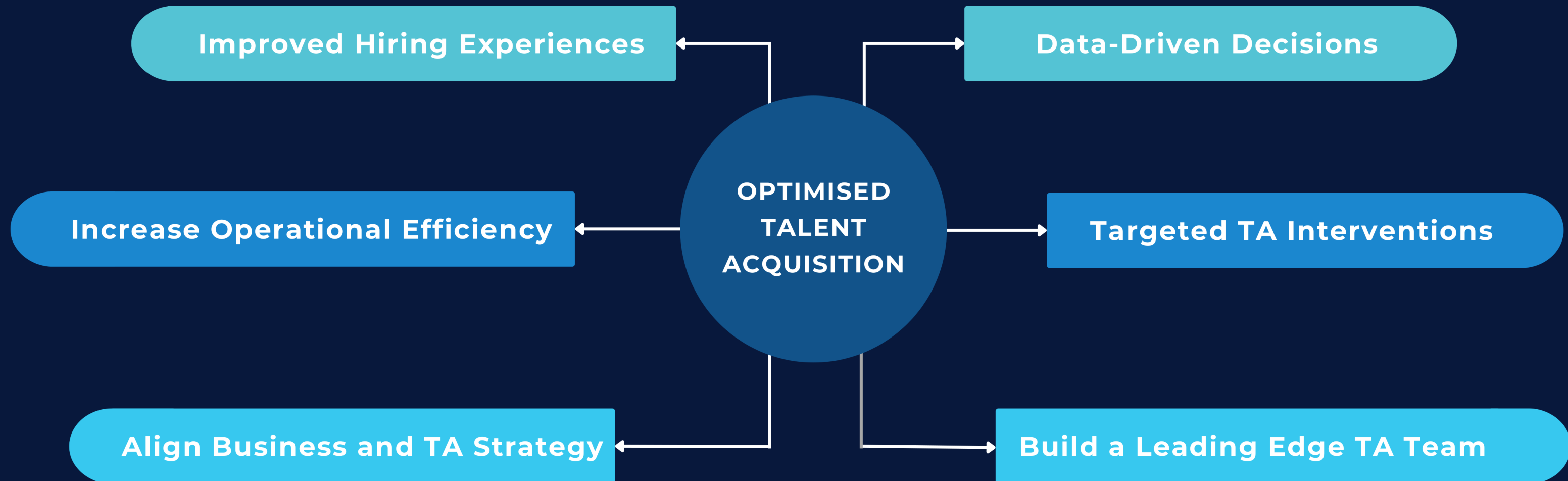

TA Tapestry is a comprehensive diagnostic solution that assesses Talent Acquisition Maturity across 5 Areas of Focus; **Strategy**, **People**, **Operating Model**, **Technology**, and **Experience,** delivering critical insights into the teams effectiveness, efficiency, strategic alignment and the experience of key stakeholders.

Inspired to address industry-wide challenges, TA Tapestry was meticulously developed through collaboration with global talent acquisition leaders, practitioners and consultants. This highly curated effort ensures TA Tapestry is finely tuned to meet the evolving needs of modern talent acquisition.

The Benefits of TA TAPESTRY

Effective recruitment is vital for staying competitive in today's dynamic market. Sourcing, recruiting, and hiring top talent constitutes the foundation that fuels your company's success.

TA Tapestry, designed for organizations aiming to enhance their Talent Acquisition Maturity, leverages a detailed framework to provide a blueprint for strategic alignment, optimized recruitment processes, and improved human-centered experiences.

Improved Hiring Experiences

Data-Driven Decisions

OPTIMISED TALENT ACQUISITION

Increase Operational Efficiency

Targeted TA Interventions

Align Business and TA Strategy

Build a Leading Edge TA Team
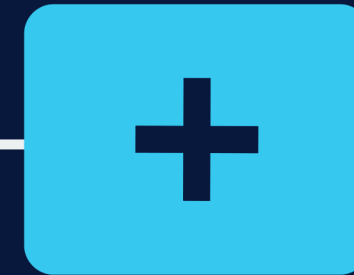
TA TAPESTRY has been designed for …

TA Leaders

TA Tapestry offers insights to optimize processes, enhance stakeholder experiences, and drive strategic alignment with organizational goals.

TA Consultants

TA Tapestry is a valuable tool to assess client TA maturity, provide tailored recommendations, and drive continuous improvement in talent acquisition practices.

HR Leaders

Provides visibility into talent acquisition maturity, aiding resource allocation, organizational structure, and strategic workforce planning.

Business Leaders

Aligns recruitment strategies with business objectives, enabling data-driven decisions for organizational growth and competitive advantage.

What does TA TAPESTRY assess?

TA Tapestry is a survey based diagnostic solution. The survey assesses **5 Areas of Focus** across **12 Dimensions**. It assesses the perspectives and experiences of **3 specific personas**: TA Teams, HR Teams and Business Leaders

Experience

Strategy

TA TAPESTRY

Technology

People

Operating Model

STRATEGY
Business Strategy Alignment
TA Strategy Development

PEOPLE
Roles & Responsibilities
Team & Individual Development
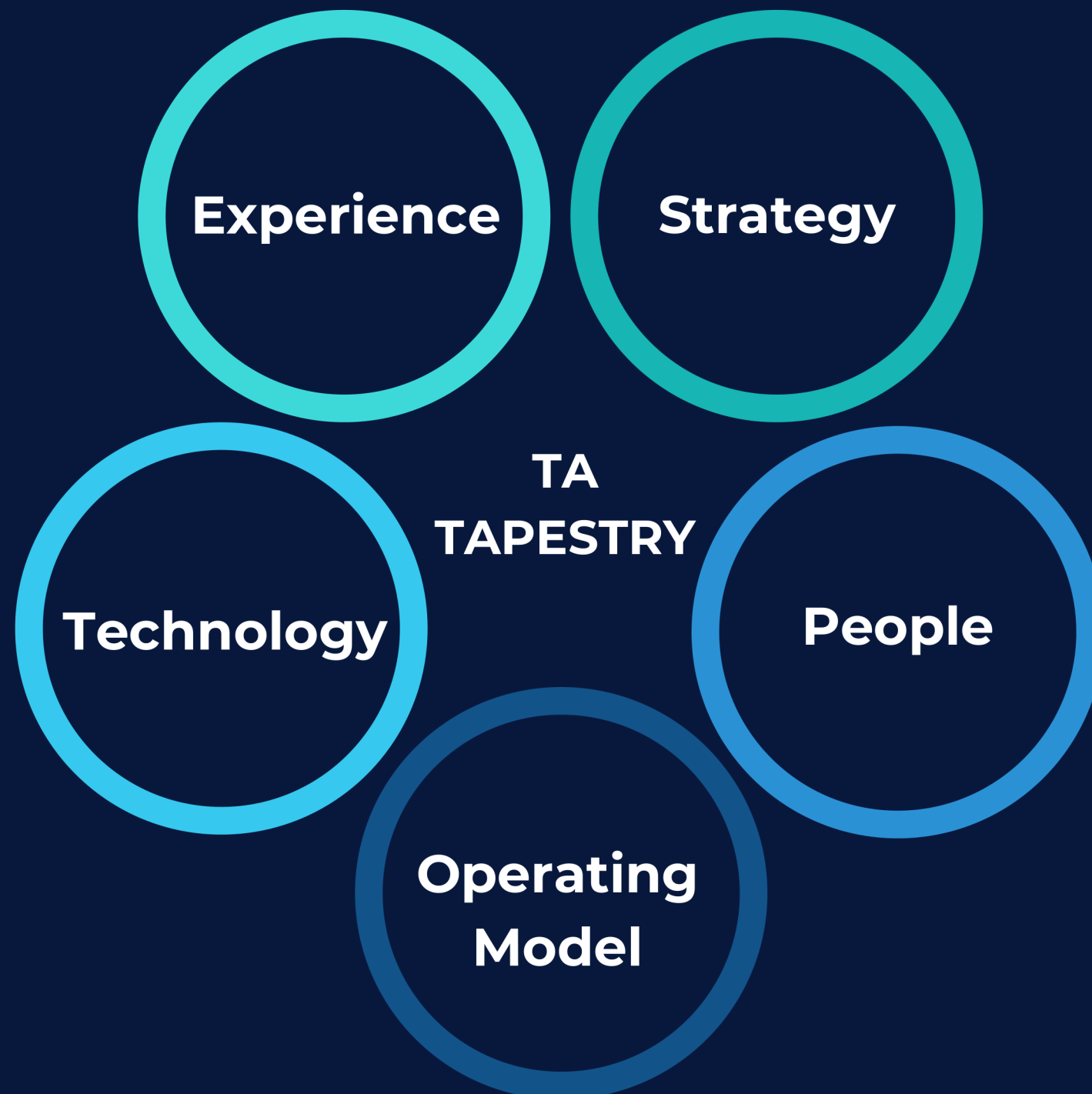Performance Management

OPERATING MODEL
Organisational & Team Structure
Recruitment Process Framework
Resource Planning & Management

TECHNOLOGY
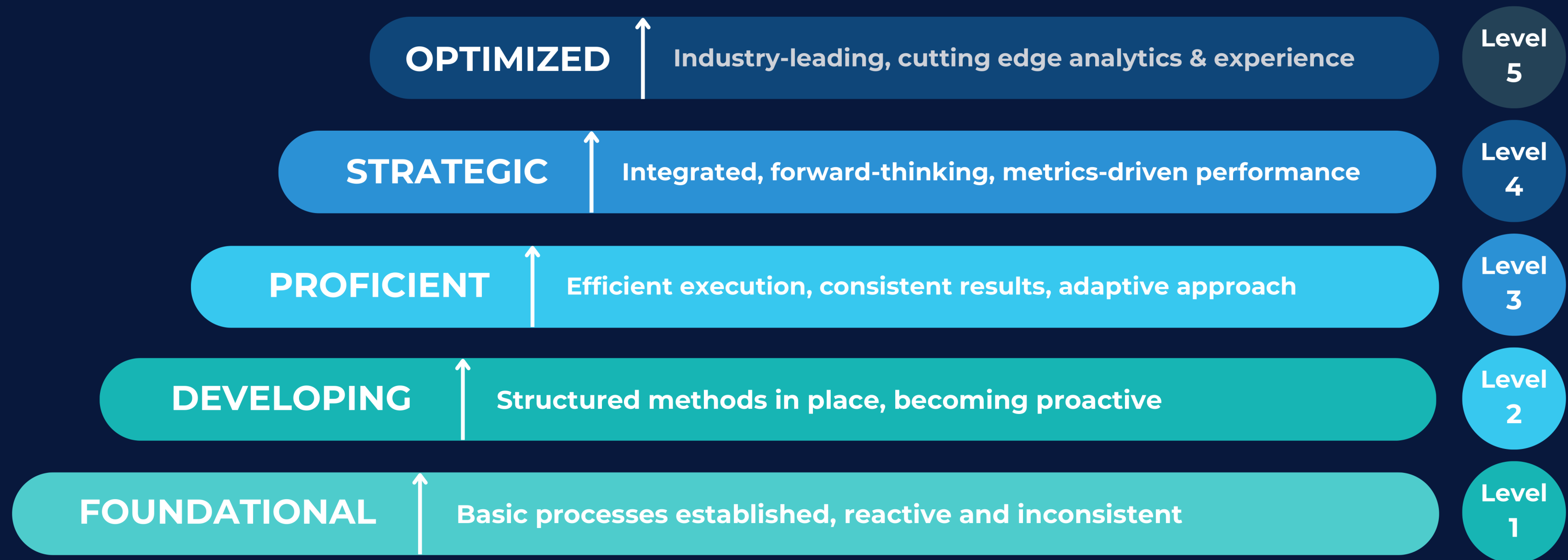Analytics & Reporting
Recruitment Technologies & Platforms

EXPERIENCE
Candidate & Stakeholder Experience
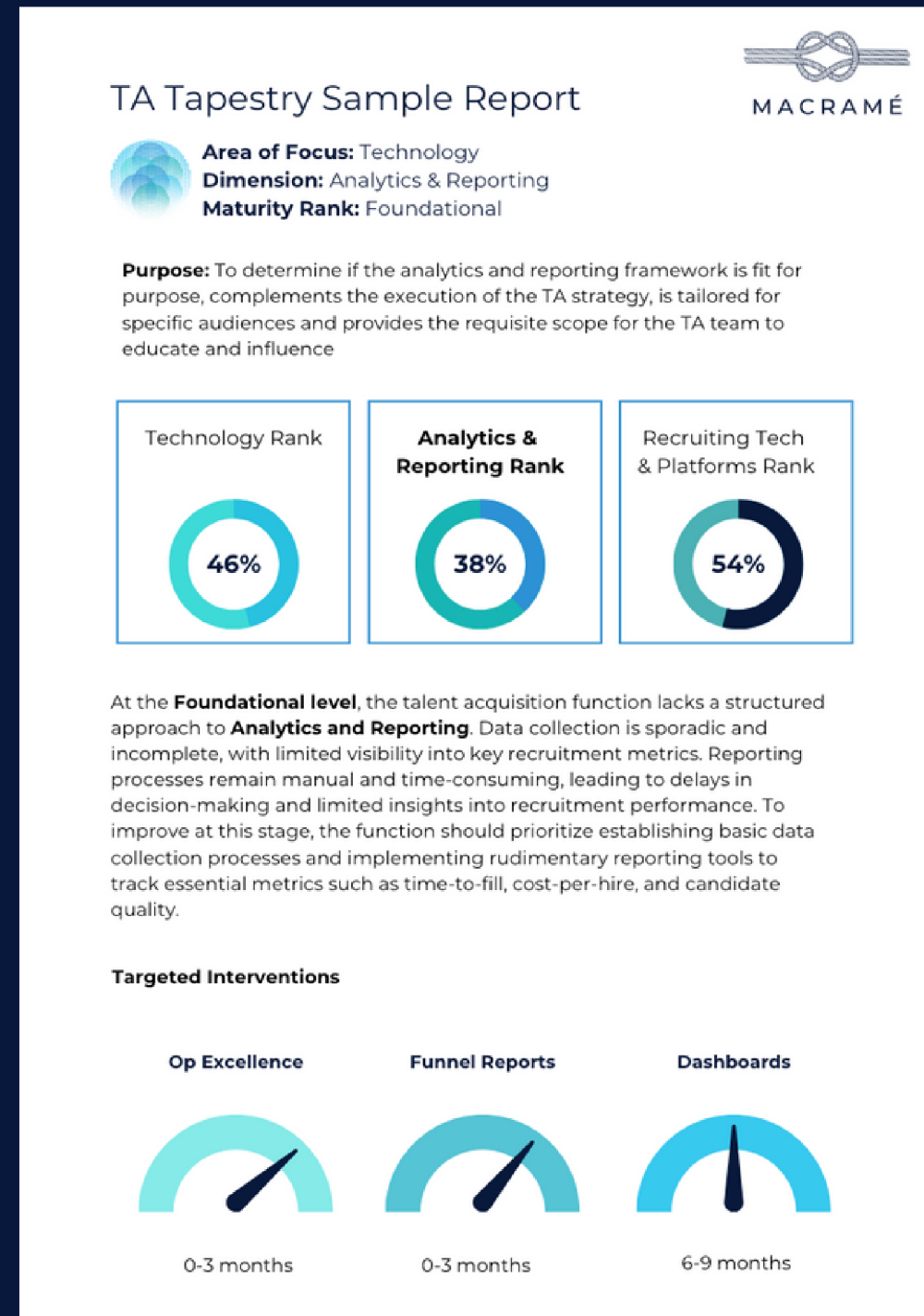Market & Community Engagement

TA TAPESTRY Maturity Framework

TA Tapestry assesses an orgaization's Talent Acquisition Maturity across 5 levels. The Maturity rank is aggregated from the survey responses and takes into consideration various scores across the 5 Areas of Focus and 12 Dimensions. The TA Tapestry report provides detailed analysis on the rank, along with insights, analysis and recommendations.

OPTIMIZED — Industry-leading, cutting edge analytics & experience — **Level 5**

STRATEGIC — Integrated, forward-thinking, metrics-driven performance — **Level 4**

PROFICIENT — Efficient execution, consistent results, adaptive approach — **Level 3**

DEVELOPING — Structured methods in place, becoming proactive — **Level 2**

FOUNDATIONAL — Basic processes established, reactive and inconsistent — **Level 1**

Key Outputs of TA TAPESTRY
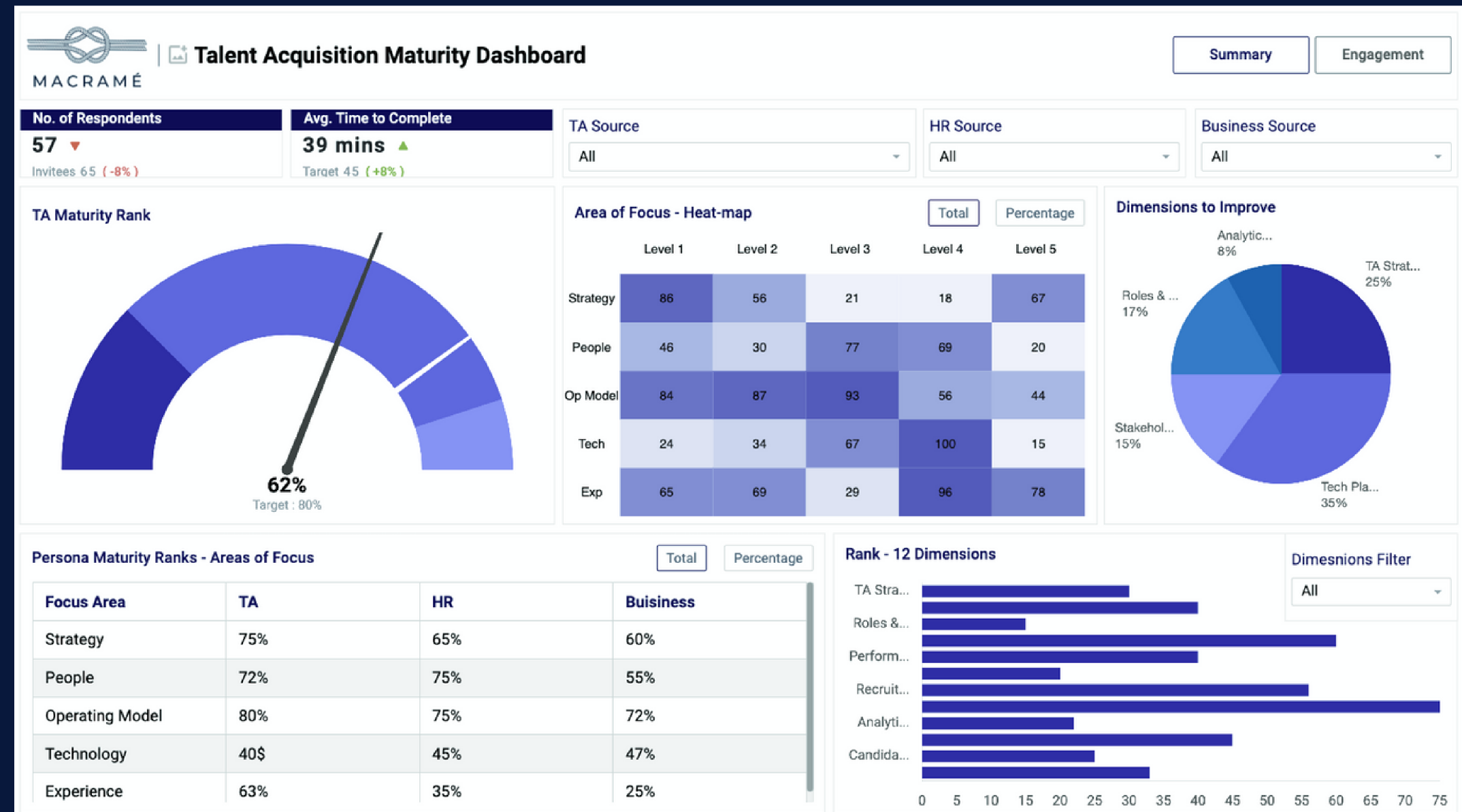
TA TAPESTRY MATURITY REPORT

- Detailed analysis and pragmatic recommendations across all 5 Areas of Focus and 12 Dimensions

- Persona specific responses and comparisons across TA, HR and Business Leader perspectives

- Industry benchmarking to highlight how your organization compares to other organizations of comparable size and location.
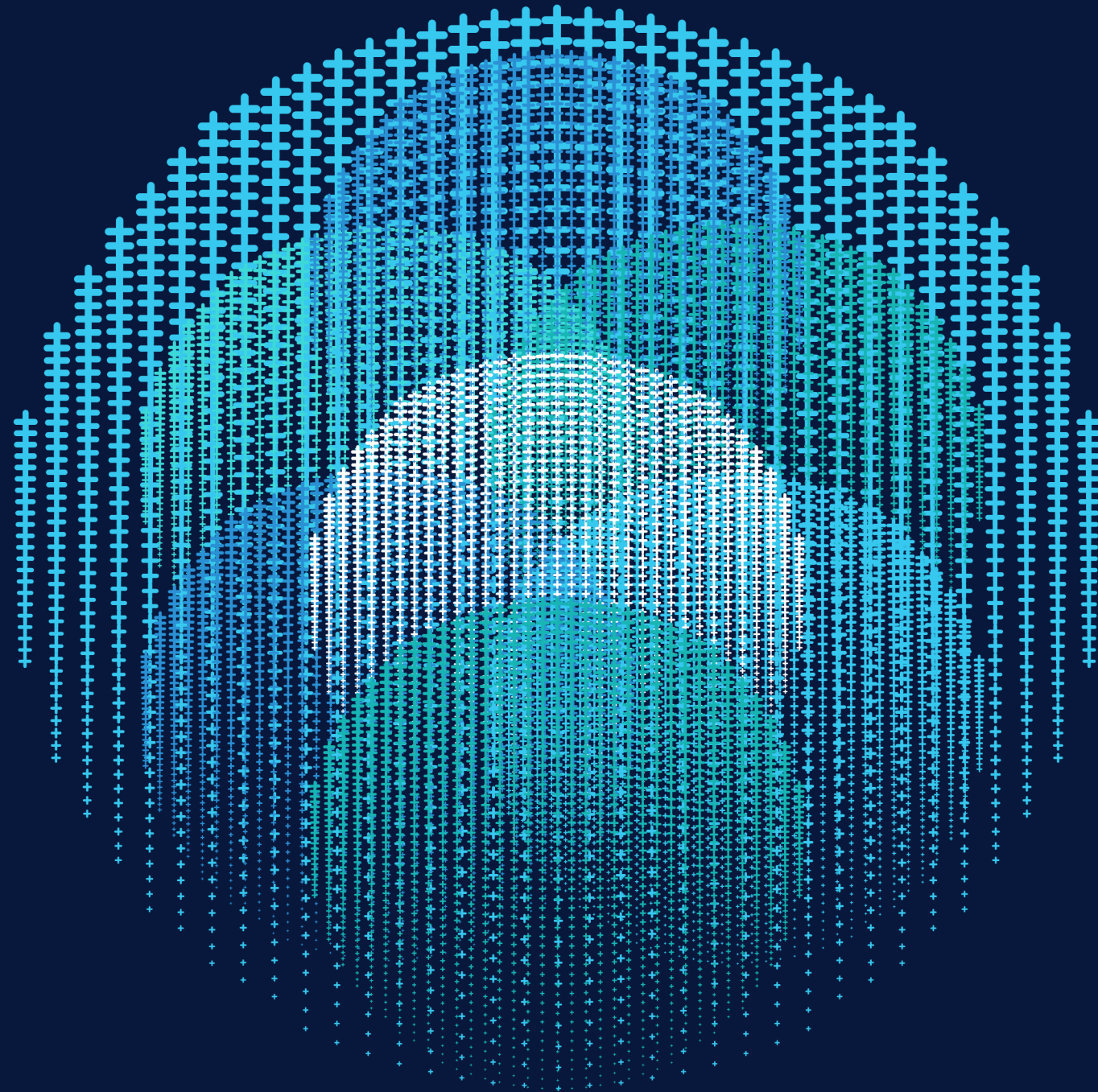
Key Outputs of TA TAPESTRY

INTERACTIVE DASHBOARD

- All data from TA Tapestry is integrated within a live interactive dashboard

- Examine every facet of your organization's results, including specific question responses, persona perspectives and heat-maps highlighting where targeted interventions are most required.

TA TAPESTRY

In today's data-driven era, **TA Tapestry** stands out as the optimal solution for organizations aiming to enhance their Talent Acquisition Maturity. Designed for simplicity and depth, TA Tapestry excels in delivering comprehensive analyses across all facets of modern Talent Acquisition—from **Strategy** and **People** to **Operating Model**, **Technology** and **Experience**. Let's build better Talent Acquisition together …

We look forward to connecting

www.macrameconsulting.com