

PERFORMANCE TALENT CONSULTING INTERNATIONAL

Optimizing Talent Acquisition with Expertise

Hiring and retaining top performers has become more challenging than ever due to the worldwide scarcity of high-performing individuals, increased demand, demographic shifts, new skills and competencies needed, unproductive hiring processes, unaligned stakeholder interests and incentives, as well as corporate cultures that have not evolved into top-talent-centric ecosystems.

Securing the right talent extends far beyond just posting job descriptions and filtering applicants—it demands a deep consultative approach and a keen grasp of each company’s individual strategy, employment value proposition, and culture, as well as the ability to guide, coach, and influence decision-makers at all levels at the right time, with the right information. This understanding is pivotal to a recruitment consulting firm’s success, amplifying its capacity to add true value to client organizations.

PERFORMANCE TALENT CONSULTING INTERNATIONAL (PTCI) is one of those firms. It specializes in assisting organizations with attracting, hiring, onboarding, retaining, and developing top-performing talent in today’s complex worldwide marketplace. PTCI’s professional search consultants provide a service that delivers, hires, and retains exceptional key executives for the right reasons, with the right cost-per-hire and time-to-fill, maximizing hiring ROI and retention, while positively transforming its clients’ talent supply chain and corporate cultures into performance talent-centric ecosystems.

The Firm’s focus is to build long-term partnerships with its clients that go far beyond traditional transactional, reactive

relationships. The consulting firm’s approach to adding value to its international clients is to deeply understand their strategic transformations, as well as all talent-related processes, systems, capabilities, cultures, and their impact on their overall capacity to attract and retain talent in today’s internationally competitive marketplace. The team at PTCI assists those clients in transforming, adapting to the current, and preparing for future top-performing talent market trends. It identifies and articulates each client’s unique deep value proposition, crafts personalized sourcing strategies that resonate with top-level candidates, and helps them implement these processes to evolve from reactive to proactive recruitment. PTCI engages in detailed conversations with stakeholders to extract key insights, generate inter-functional alignment, and coach them throughout the conversion process, while simultaneously attracting and hiring key players.



top individuals primarily in both passive and semi-passive talent markets, effectively addressing the crucial question of “why they should consider a particular opportunity with a particular client at this point in their careers,” while ensuring the proper consideration of important factors beyond economic aspects. PTCI facilitates attracting and retaining the right candidates for clients, contributing to organizational success by executing these processes with an agile approach.

The consultancy’s 30+ years of experience enable it to leverage its knowledge of effective processes from the pre-internet era and knowledge of how to access and approach today’s hidden talent that is not active or visible via usual recruiting platforms and online recruitment tools that most recruiters from recent generations usually utilize. Furthermore, PTCI’s specialization in delivering top-performing individuals

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“Outdated processes designed to screen a high volume of applicants and not geared to attract top players cannot be utilized to hire and retain top performers. Investing funds in these processes in the current competitive talent-driven marketplace leads to significant waste and significantly increases the risk of organizational failure. Finding, attracting, and retaining talent necessitates total commitment to excellence, from the board level to the operational recruitment team, as well as an agile, dedicated effort of a small, synchronized, trained team that usually includes one or two hiring managers, an HR representative, a Compensation and Benefits representative, and a true professional recruiting consultant,” says Jens Hagedorn, PTCI’s Managing Partner.

The team of consultants at PTCI consists of seasoned, trained, and experienced recruiters who collaborate closely with clients and candidates throughout the entire talent attraction process, from the intake session to follow-up after one year of each candidate’s start date. PTCI adeptly locates and engages

with proven track records ensures that clients receive performers who have high probabilities of onboarding faster, navigating the learning curve quicker, and correctly tackling challenges and achieving on-target or above-target results.

PTCI has shown that it can help clients worldwide adapt to the dynamics of today’s talent and turn the talent acquisition function into a true differentiator and a company’s market advantage. It actively seeks and values client communication and feedback, as well as engages in continuous education and improvement initiatives to ensure the highest quality standards and updated capabilities. It constantly identifies areas for its own improvement through open dialogue with partner companies, fine-tuning processes to achieve the desired outcomes. The company’s greatest strength lies in the ownership and true commitment to excellence of its team of consultants, which comprises tenured, professional, skilled, and experienced recruiting professionals representing all generations currently occupying all five generations of the labor market they serve. **HR**

Jens Hagedorn,
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*The annual listing of 10 companies in
Latin America that are at the forefront of tackling customer challenges*