

# Webinar : Paradigm Shift in Talent Acquisition Strategies & Processes

# Agenda and Speakers Introduction

- **AI in Recruitment ? Talent Assessment Strategies in Enterprise Hiring Process.**
- **Learning & Developmentt ? Reimagining work in the "New Normal".**
- **Skills Gap Management ? Increasing Organizational Efficacy.**



# Challenges in Implementation of AI Digital Sourcing

- Ensuring a Fair & Bias Free Process.
- User Friendly Platform for Recruits
- Offering Safe, Scalable & Cost Effective Solutions





# Challenges in Implementation of AI Digital Sourcing

- Ensuring a Fair & Bias Free Process.
- User Friendly Platform for Recruits
- Offering Safe, Scalable & Cost Effective Solutions



# HR Talent Acquisition **Pain Points**

## Challenges



- **Multi Competency Evaluation**



- **Geo Reach for Remote Talent**



- **Backend & Frontend Integration in Workflow**



- **Diversity & Inclusion**

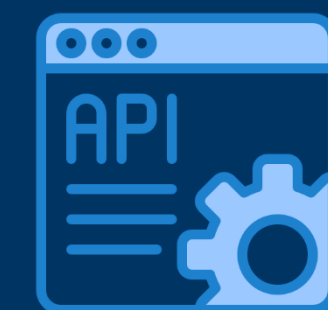
## Solutions



- **Scalable Customized Hybrid Test**



- **On Demand Remote Proctored Assessment**



- **Open API to Integrate with existing workflow**



- **Rich Analytics for Data Driven Decision**

# Conventional Hiring Model

- HR Teams still Depend upon manual process and meetings.
- Changing Job Roles and Skills demand due to Industry 4.0 need Digital Scalable tools
- Time to Redefine Assessment Parameters
- Other Critical Area for Organization Takes Backseat like Retention , learning and Employee Engagement





# Evolution of Talent Sourcing

## Traditional Hiring Approach

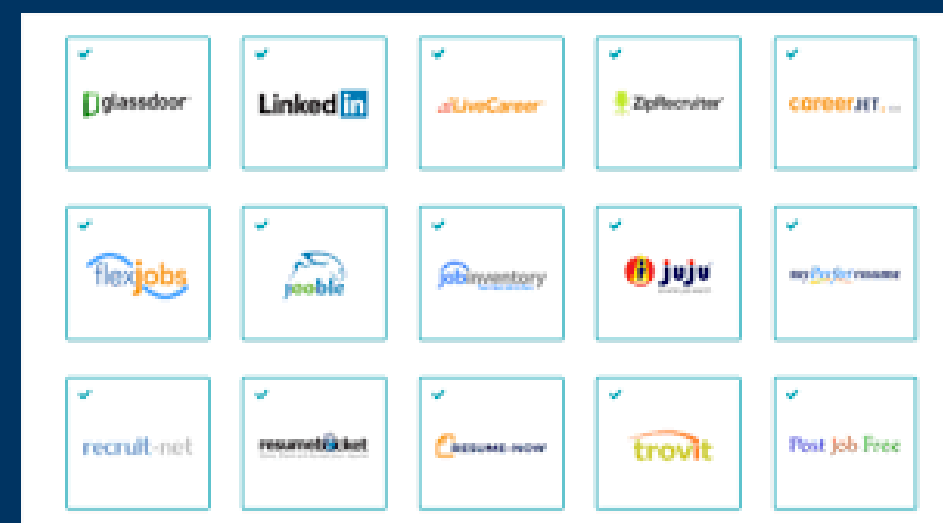
1990 : Giving Print Ads in Leading Career Dailies



2000's : Job Boards  
Resume Sourcing and  
Arrange Physical Interview



2010's : Job Aggregator  
Platform and ATS for  
Tracking Application

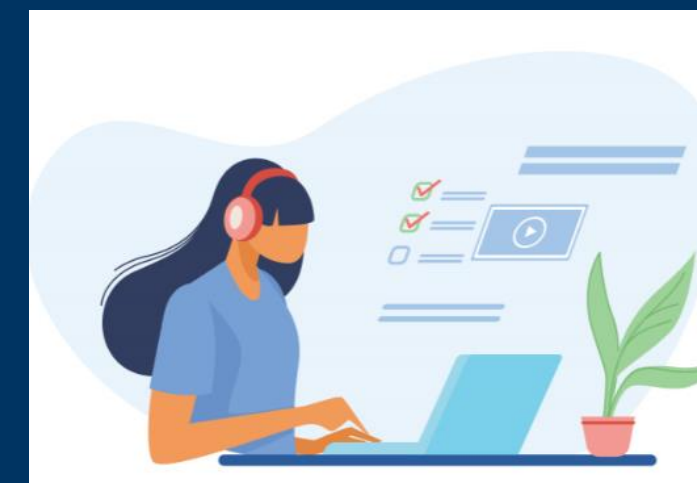


## Digitizing Hiring Approach

Building Customized  
Assessment for Each Job  
Role and Assign on  
Demand



Reach to Entire Talent Pool  
by offering On Demand AI  
Powered Assessment



Conduct Remote Virtual  
Interview and Hire the  
Candidate



# Wheebox Solution for Entire Recruitment Lifecycle



Pre Hiring

Reach Talent Digitally with Wheebox Talent Assessment

Onboarding and Training

Design Custom Training Program Based on Competency

L& D

Deliver Certification for Life long Upskilling and Learning

Exit

Conduct Exit Interview and Surveys



# Technology Driven Wheebox Solutions





# Trusted By Leading Fortune 500 Brands



accenture

Honeywell

  
Hewlett Packard  
Enterprise

THALES

  
CONCENTRIX

  
KPMG

  
EY

  
pwc

McKinsey  
&Company

nielsen

  
Walmart  
Save Money. Live Better.

Haier.

BAUSCH + LOMB

  
vodafone

 BNP PARIBAS

  
Pearson

  
Reckitt  
Benckiser

 Abbott

GE Healthcare  


  
Willis  
Towers  
Watson

# AI Infused Talent Acquisition

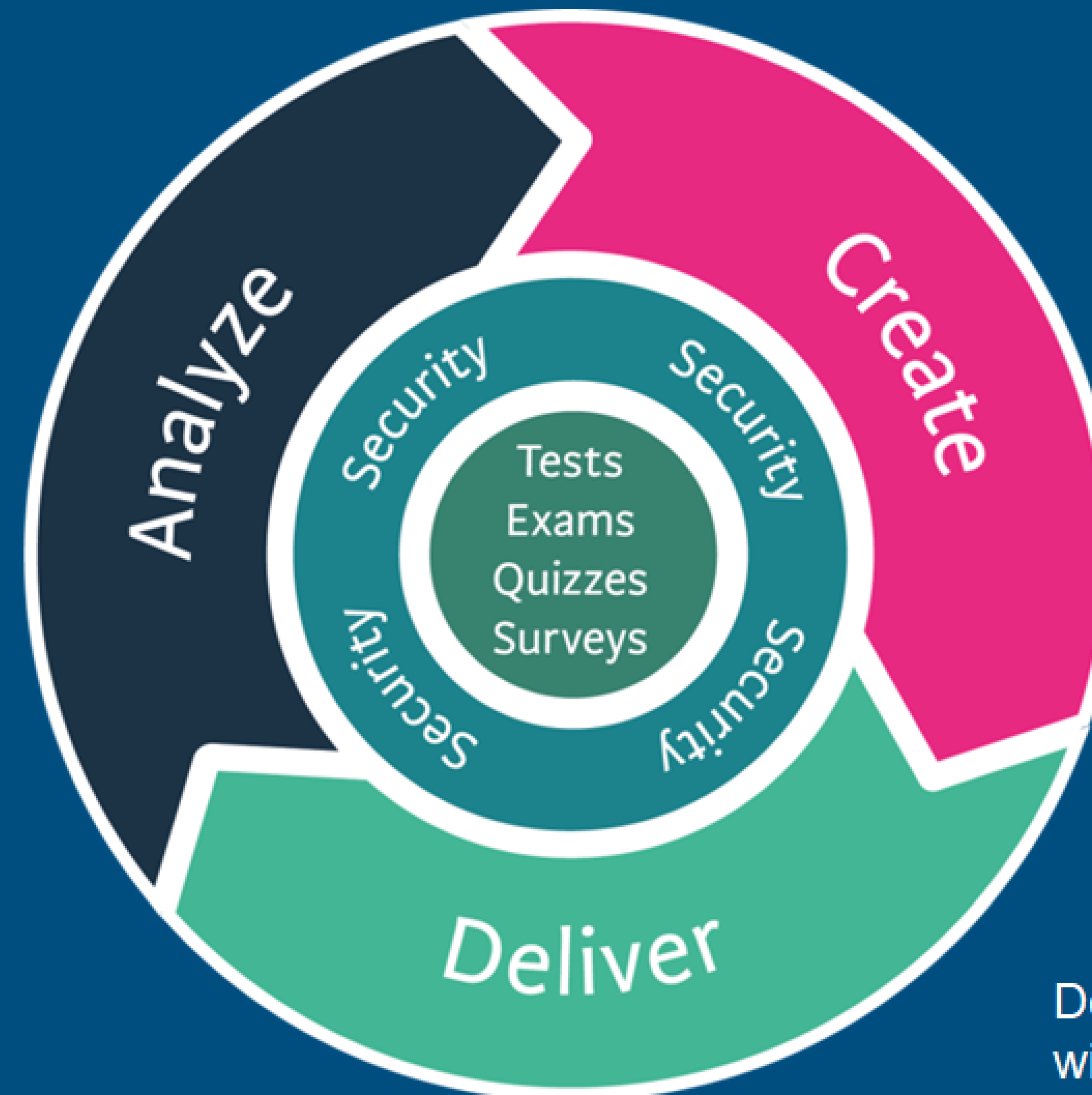


# Wheebox Talent Assessment Platform



**Build , Deliver & Analyse Talent Pulse of Your Organisation**

Reporting to analyze results and inform stakeholders like Talent Head on True Potential of the Candidate



Custom Assessment Building aligned to Organisation's Job Role Parameters or Choose from Library of standard competency for each Job Role

Deliver your assessment anytime with broad range of devices and security and proctoring requirement

# Hire Talent Best fit Talent Remotely with Wheebox

## Device Agnostic:

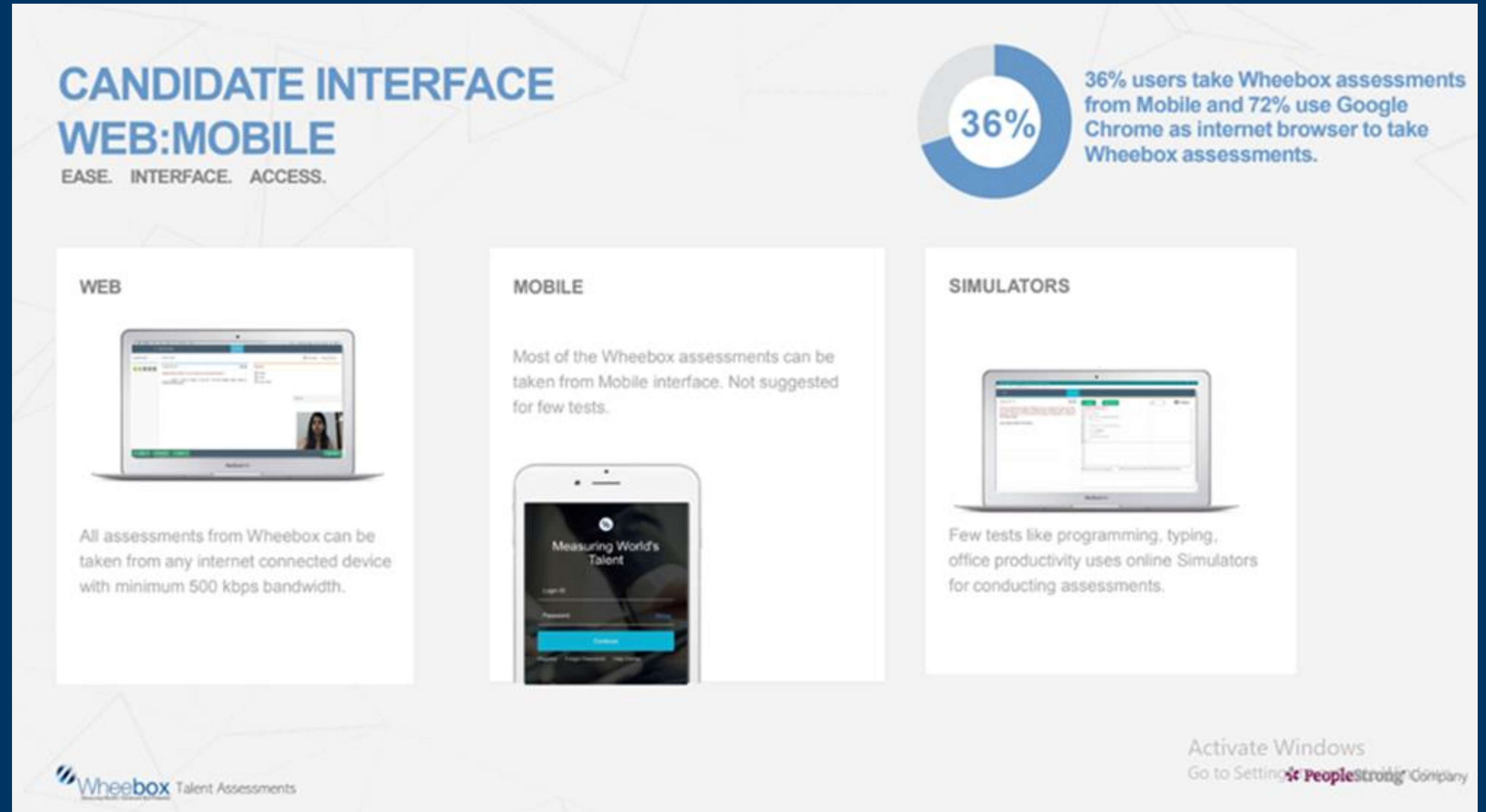
Microsoft Azure Hosted solution to take on Demand Assessment on Web or Mobile

## AI Powered :

Continuous Automated Proctoring to Authenticate and Prevent any Cheating / Impersonation in Hiring

## Custom Assessment :


Build your Own Competency Framework and Talent Criteria or Choose from Wheebox vast library of 18000+ questions for more than 2000 + job roles



**CANDIDATE INTERFACE**  
**WEB:MOBILE**  
EASE. INTERFACE. ACCESS.

**36%** 36% users take Wheebox assessments from Mobile and 72% use Google Chrome as internet browser to take Wheebox assessments.


**WEB**




All assessments from Wheebox can be taken from any internet connected device with minimum 500 kbps bandwidth.

**MOBILE**

Most of the Wheebox assessments can be taken from Mobile interface. Not suggested for few tests.



**SIMULATORS**



Few tests like programming, typing, office productivity uses online Simulators for conducting assessments.

Wheebox Talent Assessments

Activate Windows  
Go to Settings to activate Windows. **PeopleStrong** Company

# Current State of Skill Gap Faced by Leading Organization

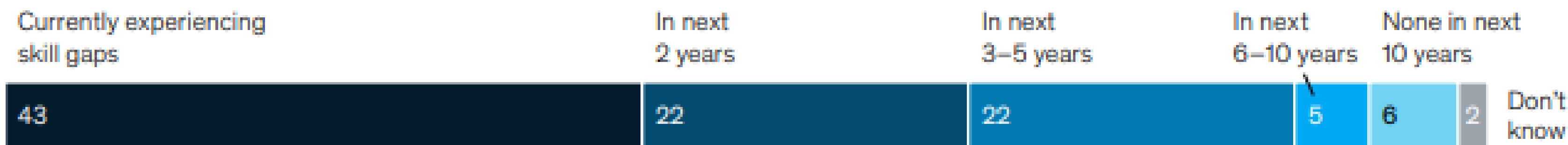


Source : Mckinsey Beyond hiring survey

Exhibit 1

**Respondents expect to see skill gaps as market and technology trends alter organizations' talent needs.**

**When skill gaps are expected to occur within organizations, % of respondents<sup>1</sup>**



**Share of organizations' current roles at risk of being disrupted by market or technology trends in next 5 years, % of respondents<sup>1</sup>**



<sup>1</sup>Figures may not sum to 100%, because of rounding; n = 1,216.

**Identifying and Closing Skill Gap** is Top Priority for HR Leaders



# Wheebox Analytics Engine : Single Source of Truth for Your Entire Talent Pipeline/ Organization

## 1. Identify Top Talent

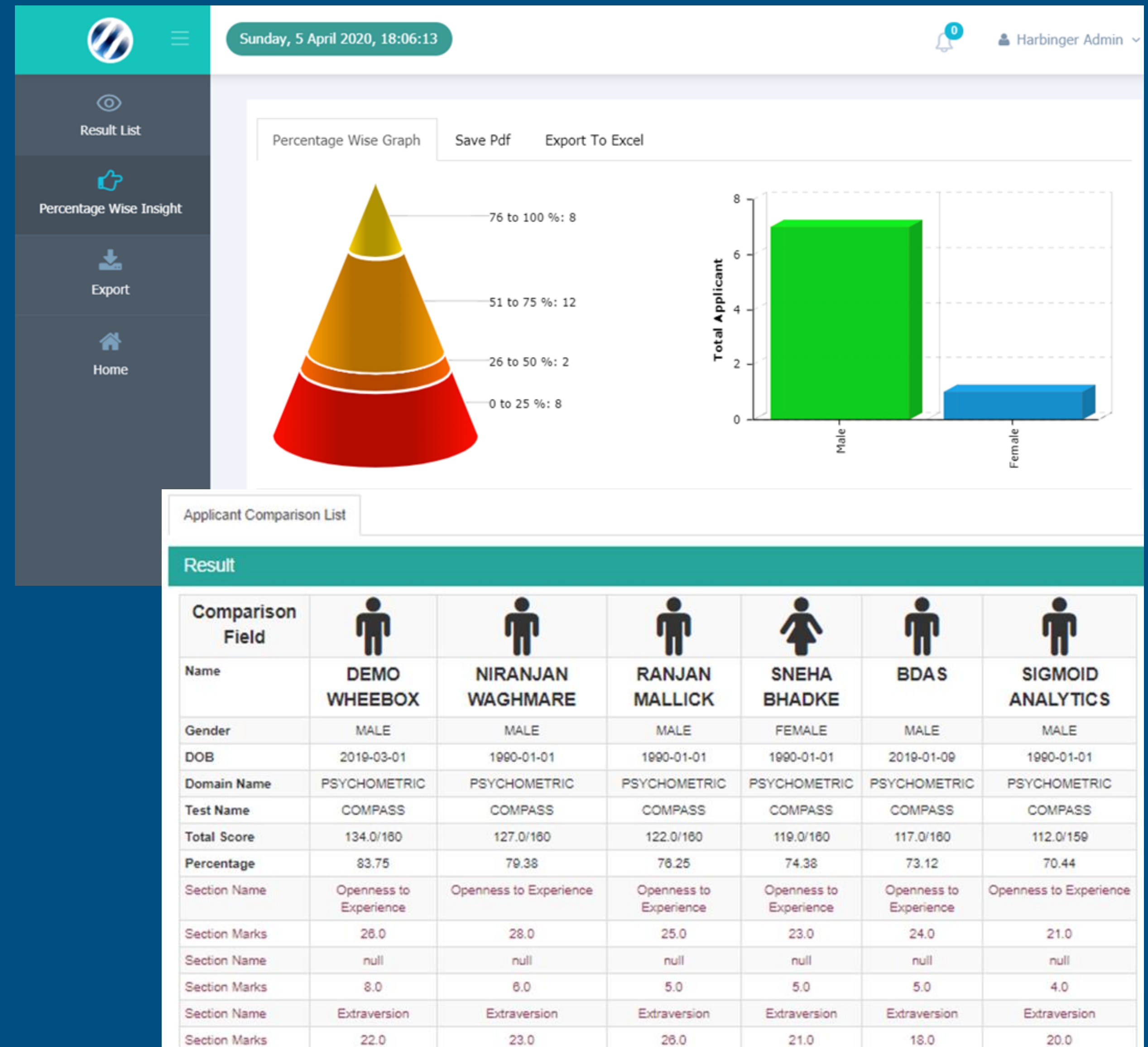
Identify the Average, Top & Bottom quartile applications/ employees for Filtering Best Candidates

## 2. Diversity for SDG Goals

Close Diversity in Organization by tracking identifying Male and female ratios.

## 3. Benchmark and Compare Applicants

Export in Excel and generate pdf reports with customization feature ( Customized Logo and Custom Assessment )



# Modern L&D First Assessment Platform

## Identify

Formative and Summative Online Assessment allows you to search for qualified individuals already in your company who have skills needed for certain jobs or projects and hence saves cost

## Train and Up-skill

Training needs so that training and Upskilling plans can be created

## Develop

Provides a basis for discussion with individuals for career Developmentt plan to indi

## Certify

Run the certification program in your organization to enable them upskill for modern Job roles



# Modern L&D First Assessment Platform

## Branded Certificates

Build Customized Certification Program with Wheebox L&D

## Employer Recognition

Employee Sharing certificates on Social Platform bring Advocacy and Achievement.

## Increase Employee Satisfaction and reduce Attrition

Organisation running Learnign and Certification Program offer better employee satisfaction & Retention.





# Happy to Address any Questions ?

