MYNDORE
EXECUTIVE SEARCH

RESOURCES FOR EMPLOYERS

Talent Operating Model Overview

Purpose
This overview outlines a practical Talent Operating Model to help employers design, govern, and continuously improve how they attract, assess, hire, and integrate talent. It provides a clear structure that aligns hiring activity with business strategy.

What Is a Talent Operating Model?
A Talent Operating Model defines how talent decisions are made, who is accountable, what processes are used, and how success is measured across the full hiring lifecycle.

Rather than relying on ad-hoc recruitment activity, a strong model creates consistency, clarity, and repeatable outcomes.

Core Components of the Talent Operating Model

1. Workforce Strategy & Planning
- Alignment between business strategy and talent needs
- Clear understanding of future skills and capability gaps
- Scenario planning for growth, change, or risk

Key Questions
- What capabilities will the business need in 12–36 months?
- Which roles are critical to strategy delivery?

2. Role Definition & Success Outcomes
- Clear articulation of role purpose
- Defined success outcomes (not just responsibilities)
- Agreed scope, authority, and expectations

Key Questions
- What does success look like in this role?

- What problems does this role exist to solve?

3. Assessment & Selection
- Skills- and competency-based assessment
- Structured interviews and scorecards
- Consistent evaluation criteria across candidates

Key Questions
- How do we assess evidence, not confidence?
- How do we reduce bias and improve decision quality?

4. Market Intelligence & Reward
- Use of real-time market data
- Competitive and fair reward frameworks
- Clear employer value proposition

Key Questions
- Are we aligned to the current talent market?
- Where do we need to compete beyond salary?

5. Offer, Close & Onboarding
- Disciplined offer management
- Clear closing strategy
- Structured onboarding and early integration

Key Questions
- How do we reduce offer fallout?
- How do we accelerate impact in the first 90 days?

6. Governance & Decision-Making
- Clear ownership of hiring decisions
- Defined escalation paths
- Data-informed review and accountability

Key Questions
- Who owns the decision?
- How do we challenge and validate judgement?

7. Measurement & Continuous Improvement
- Defined hiring and retention metrics
- Post-hire review and learning loops
- Ongoing refinement of processes

Key Questions
- What does success look like beyond time-to-hire?
- What are we learning from past hires?

Common Failure Points the Model Addresses
- Vague role definitions
- Unstructured interviews
- Misalignment between hiring managers and leadership
- Over-reliance on intuition
- Poor onboarding and early attrition

Myndore Insight
High-performing organisations treat talent decisions with the same rigour as financial or strategic decisions. A clear Talent Operating Model reduces risk, improves outcomes, and scales quality as the organisation grows.