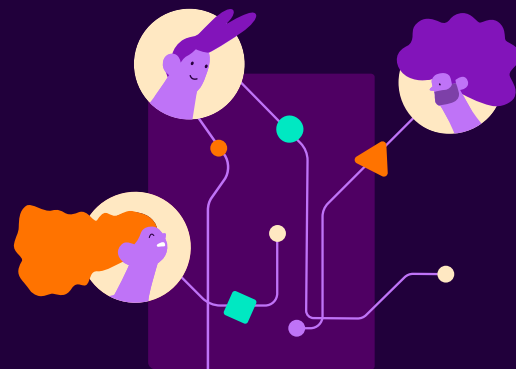


# Stretching Your Talent Strategy to Leverage Holistic Insights into Your Workforce



To ease talent constraints and match the right people to priority roles, you need data about your employees. Here are three focus areas to consider when launching a strategy that unites data across all talent pools.

## 1. Adopt an AI-powered solution that unites talent data

Aim for AI-powered technology that aggregates talent data from both external and internal sources, such as your ATS, HRIS, and LMS. Accessing real-time, up-to-date views of your employees' skills, experiences, and career goals ensures that your team can tap into all talent pool options without overlooking winning opportunities.

## 2. Push for cultural change to champion internal hiring

Technology alone won't kickstart your internal hiring efforts. Driving change across policy, process, and culture will prepare your organization to adopt a hiring mindset that actively considers employees for open opportunities. For example, managers should actively encourage employees to explore roles outside of their immediate team. A culture of "retention as part of selection" will also help organizations keep attrition rates low.

Read this: [7 Strategies to Drive Internal Mobility](#)

## 3. Become a skills-based organization to maintain competitive edge

To meet the fast-changing demands of the market, consider how an AI-powered talent solution enables workforce agility. Along with greater employee engagement and increased innovation, understanding employee skills can help leaders and managers quickly adjust team sizes and realign talent to focus on top priorities rather than spend time on external hiring. Skills-based organizations can easily redeploy, upskill, and identify skills gaps using AI-technology that requires little maintenance and updates itself in real-time.

Read this: [The Future of Skills: How to get out of the grunt work and start solving talent problems with skills](#)

Employee data facilitates internal hiring practices that solve common talent challenges, but many businesses fall behind:

**Only 46% of employees feel supported to grow their careers at their organization, according to Gartner, Inc.**



**Ready to learn more about SeekOut?**

[Request a demo](#) to see how SeekOut can provide you with a competitive advantage in understanding your talent needs and recruiting hard-to-find and diverse candidates.