

# Talent Acquisition Pinnacle Model® Assessment 2023

February 2023 : Complimentary Abstract / Table of Contents



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# Pinnacle Model® research methodology

## Definition of Pinnacle Enterprises™

Everest Group’s Pinnacle Model® assessment identifies enterprises that are achieving superior business outcomes because of their advanced talent acquisition program capabilities. The journeys of these best-of-the-best companies provide insights into the key enablers needed to achieve desired outcomes and point to the investments required for the greatest speed to impact. Whether companies are wanting to make incremental changes or achieve major transformations, Pinnacle Enterprises exemplify the way to success.

	<b>Define the topic</b>	We evaluate multiple topics to identify hot topics that will resonate globally with sourcing leaders. We work with internal and external SMEs to define the topic and set boundaries
	<b>Survey enterprises</b>	We use surveys, RFIs, and other data collection methods to gather information from enterprises on capabilities and outcomes associated with the topic under evaluation
	<b>Interview participants</b>	We then conduct interviews/roundtables with a subset of participants to gain deeper perspectives on their experiences, challenges, and journeys
	<b>Form hypotheses</b>	We form an emerging point of view on the correlations between capabilities and outcomes, adoption trends, and key success factors
	<b>Validate and refine</b>	A cross-section of SMEs from various practices debates and refines the emerging hypotheses
	<b>Publish and educate</b>	We compile and share final results with participants, our members, and other stakeholders in the global services sector. Participants also receive a high-level customized analysis



In the current Pinnacle Model Analysis, we look at enterprise **Talent Acquisition (TA) practices maturity** to compare outcomes with associated capabilities



Pinnacle Enterprise differentiators




Accelerating your intelligent automation journey



Implications for enterprises

# Workforce categories

## Definition

 Focus of research

### Workforce categories



#### Permanent workforce

- Permanent worker is one who works for and is paid directly by a specific employer without a predetermined end date for the employment arrangement at hand
- These workers are paid on a regular basis, typically either weekly, biweekly, or monthly, and employers are required to withhold taxes from their paychecks
- They are often eligible for additional benefits such as paid time off, health insurance, and retirement plan access



#### Contingent Workforce (CW)



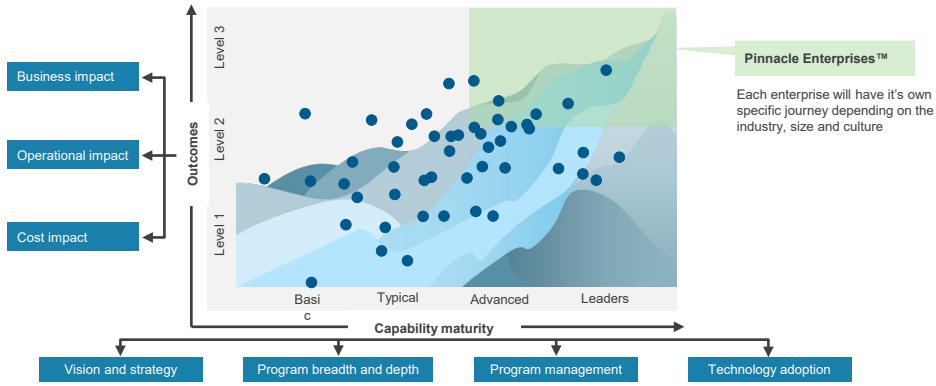
#### Outsourcing



# This study offers four distinct chapters providing a deep dive into strategy and approach taken by enterprises for talent acquisition management; below are four charts to illustrate the depth of the report

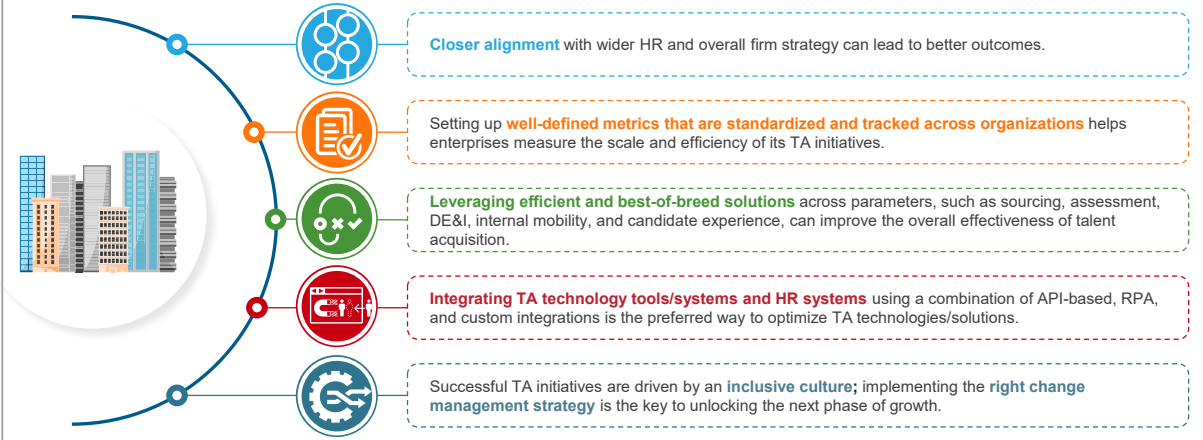
## Differentiators for Pinnacle Enterprises™

Everest Group recently assessed enterprise talent acquisition program maturity on the Pinnacle Model

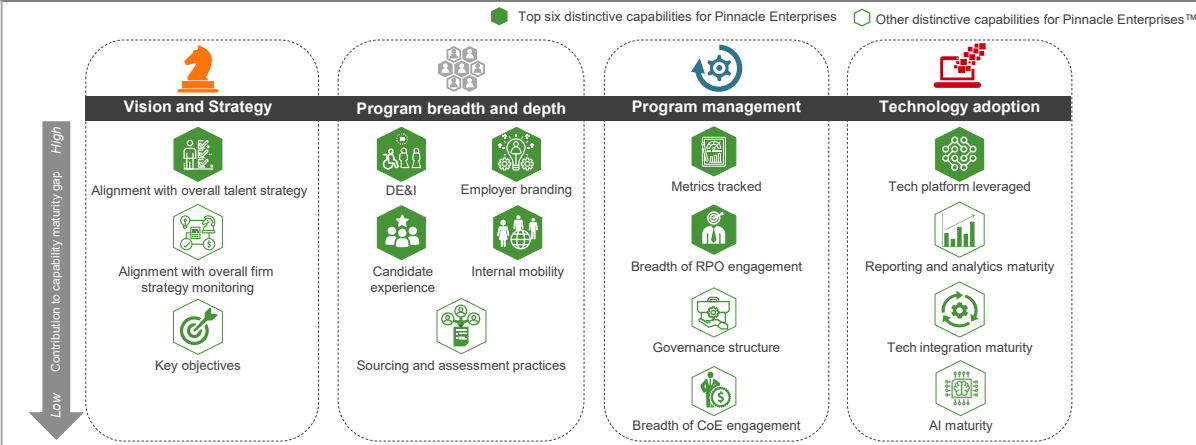


Source: Everest Group's Enterprise Talent Acquisition Pinnacle Model® Assessment 2023

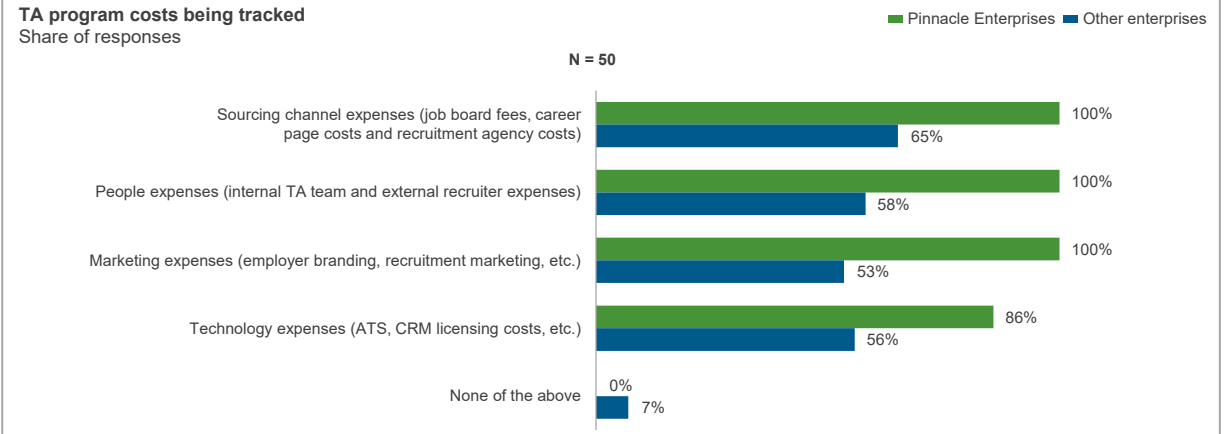
## Key implications for enterprises



## Assessment of capability maturity



## Assessment of outcomes





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