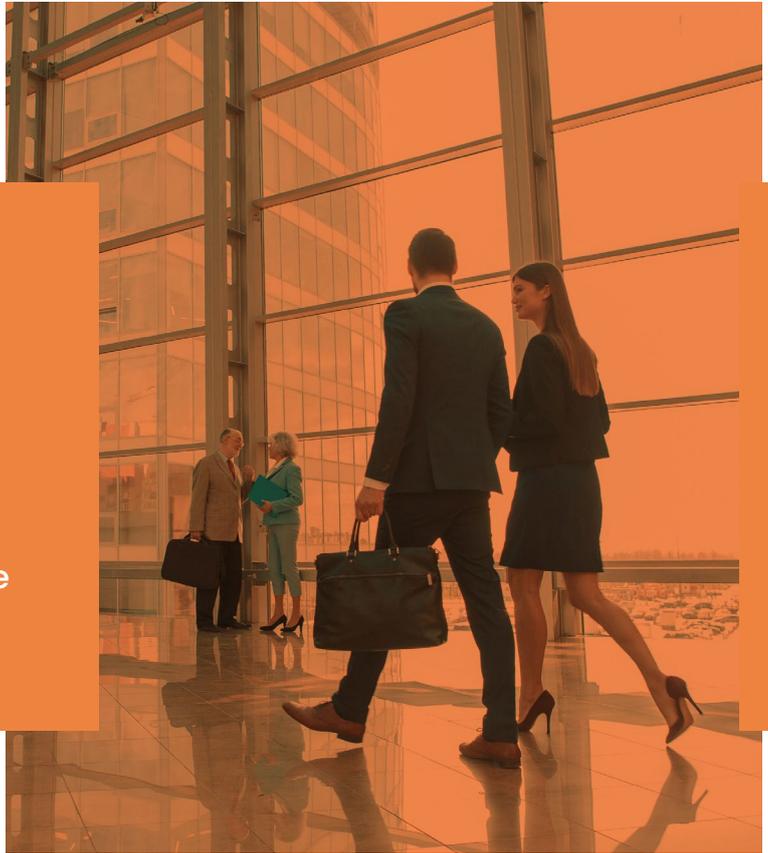


CASE STUDY

Workday

Workday, a global HCM, Finance and Planning Solutions Software provider, is on a mission to become a \$10bn organisation.



Key deliverables



Project timescale
12 weeks



2 Regional
Sales Directors



6 Account Managers /
New Business Sales



Time to source (avg)
10 days



Time to hire (avg)
5 weeks



Background

Part of the growth process was the plan to double the sales business worldwide.

With this unprecedented growth comes the challenge of identifying and attracting leading sales and sales leadership talent in what is/was an ultra-competitive Talent marketplace.

Workday's Talent Acquisition (TA) team was already at capacity and needed external support to enable and ensure that the growth targets were met in the challenging timescale identified.

Workday wanted to be able to choose from the top tier of the available talent pool so they needed a partner who could help them achieve this.

Solution

After consulting with all stakeholders (TA and Line Managers) it quickly became apparent that Workday required a flexible solution, for a specific period of time, that would deliver the hires and work effectively alongside the Workday TA team.

Using our Agile solution, we were able to parachute an embedded sourcing team into Workday on an agreed timescale, with set milestones, to achieve the results our client was looking for in both number of hires (8) and timeframe (12 weeks).

Due to our specialism in the effective placement of sales professionals, we were able to conduct an exhaustive talent mapping exercise to identify and attract the top 10% performers from their ideal talent pool.



Outcome

- ✔ Over a 12-week period we successfully hired 2 Regional Sales Directors, managing teams of up to 10 Account Managers / New Business Sales, and 6 of these 10 positions were also hired through the talent acquisition service provided by Alto Technology.
- ✔ The time to source (completing the talent mapping and candidate identification) was on average 10 working days. The subsequent time to hire (from brief to contract signature) was on average 5 weeks.

Agile

Your on-demand multi-hire solution



In today's ultra-competitive talent market, there is increasing pressure on in-house teams to deliver whilst resources are constantly being stretched, leading to hiring targets not being met.

Recognising the challenge of peaks and troughs, Agile is an on-demand solution that can be plugged in or out of your business depending on demand.

With a proven process, we embed expert recruiters into your team for a period of time. Our Agile solution sources and secures top talent, that fits with your company culture, at scale. We ensure 100% of objectives are met in your timescale - delivering quality in quantity.



Richard and the team at Alto were tasked with identifying and hiring sales individuals for my team. The brief was to find people who would fit into the Workday culture and could demonstrate that they have a "Superpower".

They certainly delivered on the brief!

The Alto team were extremely proactive and ensured that the process was a positive experience for all involved. Their experience and knowledge around sales hiring was a standout element.

I look forward to working with Richard and the team again."

Nikki Hollis
Regional Director, Workday

Contact us today to see how we can help you build your team

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