

‘Super-Charge your Talent Acquisition Career’

with Emily Davis

March 7th, 2024



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Thank you to all our attendees at the Forum – for those who could not attend, you can watch the recording back here:

<https://youtu.be/0sEEqYPi0xs>

SECTION No: /01

2024 Update

/01

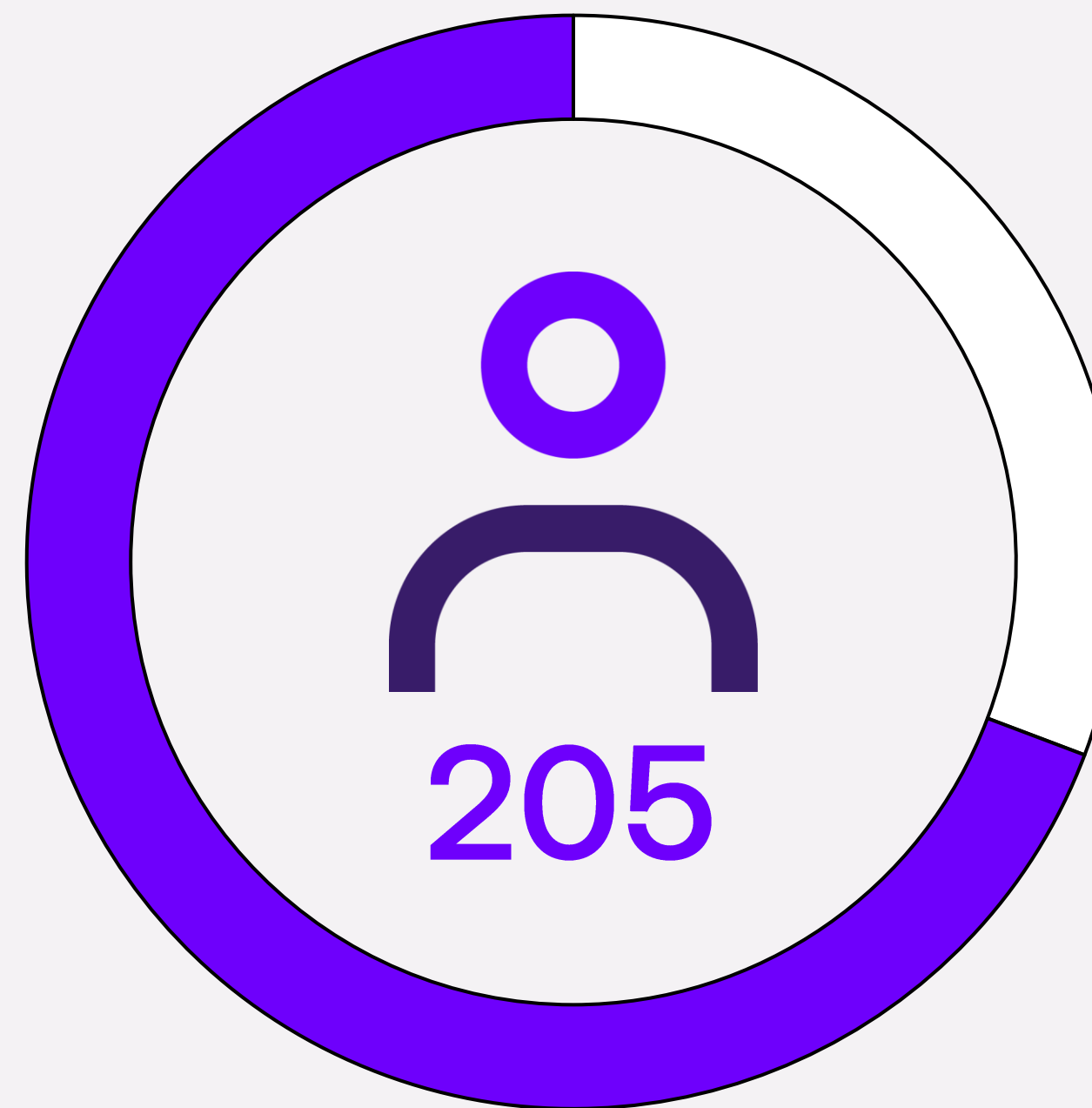
Member Numbers

NUMBER IN THE COMMUNITY



People who have accepted the invitation
/ requested to join the Community.

NUMBER IN SLACK CHANNEL



People who are members of the Slack
Channel.

NUMBER OF COMPANIES



Number of different companies
represented in the Community.

Member Diversity

NUMBER OF FEMALES



58% of the Community are Female

NUMBER USA BASED



77% of the Community are based in the USA.

Referrals

A massive thank you to everyone who has referred people to the Community this year!

Have someone to refer?: <https://scalewithstrive.com/forms/the-launch-collective-registration/>

Dallas Von Feldt	6
Lauren Cooper	3
Hayley Solomon	2
Maddy DeCarlo	2
Meredith Kay	2
Sarah Sarhangi	2
Ali Perez, Alicia McNease, Carly Field, Charlene Simpson, Claire Taylor, Hannah Jones, Jake Fox, Jamieson Vasquez, Jason Knecht, Kayla Woitkowski, Marc Spiron, Nathan Beard, Paige Van Vort, Sonia Wright, Rachel Tessier, Rajalakshmi Venkatesh, Robert Woods, Taylor Bauer and Yasmin Maghsadi	1

SECTION No: /02

Salary Survey

/02

The Launch Collective Salary Survey

We're pleased to announce our first Community Salary Survey!

We will analyze the results and share the findings in **Q2 of 2024** - we hope to help you understand:

- The average overall compensation package for people doing a similar role to you (base, variable, equity).
- How often the average respondent is seeing a salary change.
- Where and how people are working in 2024.
- Understand any differences in reward and benefits across different genders, races and ages.

You can find the survey here: <https://scalewithstrive.com/forms/salary-survey/>

Please complete the survey before the end of March.

SECTION No: /03

Guest Speaker

/03

Welcome to Emily Davis!

Emily is Vice President, Global Talent Acquisition at Medallia.

A Global Talent Acquisition Leader with strong roots in Change Management, Operations, Analytics, Recruitment, Diversity & Inclusion, and Sales.

Well-versed in SaaS, GTM strategy, Executive Recruitment, Diversity Recruitment, and HR - Emily is passionate about leveraging data to drive action and working to consistently improve both the Candidate Experience and the overall Hiring Experience.



Identifying Opportunities:

- The grass is not always greener – any organization has issues, obstacles and nuances. Think about how you are ‘showing up’ to those moments, especially in this economy.
- Don’t become the ‘venter’ – try to get out of the frustration space of thinking everything is happening to you – and focus on the solve.
- Remember your Leader won’t have all the answers either – they need a team of people of people on the team who are identifying what is happening and also bringing potential solutions.

Example:

- Something most recruiters deal with is a lengthy internal process / extra steps being added in by HMs.
- Do some digging around the ‘why’, ask questions and do a Root Cause Analysis to get to the route of why this is happening. Example questions:
 - What tools / frameworks are in place to support that HM?
 - Is there an interview plan?
 - Have they been trained in interview best practices?
 - What happens to that HM if they make a bag hire?
 - Are they incentivised to hire at all?
 - Does the Hiring team trust each other?
 - Are there competencies and do people know how to assess to these? Have you given any sample questions?
- Then start to make recommendations – “The recommendation I would make based on my experience is....”

Communication:

- “Your success is only as good as your ability to communicate it”.
- Within work you need to find a way to communicate what you are doing and what you are achieving in a real way (especially when working remotely).
- Do the job you want, before you get it – start solving the bigger problems if you want those bigger responsibilities. Make the promotion the obvious choice internally based on your performance. Start doing the things you think you would be doing as a Leader before you get the actual job.
- How are you enabling that Leader to speak about the work you are doing and achieving. E.g., how are you going above just filling sales roles? How are you helping them track successes and declines? What value are you adding in the process? What are your external peers doing? How can more value be added to the process?
- Anything your boss is going to hear about you (good or bad!), should come from you. Get used to saying “I made a mistake” – we have all made them, but its how we own and grow from them that’s key. Know its powerful to say you’ve made a mistake – will usually diffuse the situation and put your manager in a position to better help you solve the issue.

Closing the Loop:

- If you are asked to do something, identify / structure the solution to that issue, to make it easier to solve next time. E.g. given by Emily re a comp exceptions process – to make it easier to identify the correct package structure, a Google Docs was created to compare different base / equity structures easier.
- Learn from mistakes – don't repeat the same mistake time and time again.
- When someone delegates something to you, make sure you own that task from then on with needing reminding. E.g. of a monthly report, take the ownership with reminders etc.
- Ideas of extra tasks / Value-Adds to take on:
 - Interview methodologies – could you create a guide, training for HMs, create a one pager briefing.
 - Is there a unique role you are filling? Could you engage, e.g., the CSM at LinkedIn to help you understand the most effective way to source that role?
 - Could you create a one-page guide for Candidates, so they better understand the interview process?
 - Is there an internal policy required that you could help draft (e.g. internal transfers process)
 - Could you create a tracker that helps HMs understand where the process is up to?
- Ensure you complete the project! Share it with your team. Document it for your next review with your manager.

Building a Super-Power:

- Think about what your manager is great at versus things they avoid / aren't as good at – can you pick up those areas for them / be to expert in the team on that area. E.g., Emily has always leaned into data on her team.
- If you need to, learn from other experts (internally or externally) to allow you to develop into these areas.
- This will both help your own personal self-development but also help make you indispensable.
- Take ownership of this area, ongoing.
- Remember, not every job currently exists – by you specializing in an area / developing yourself, a promotion might evolve that doesn't currently exist.

See you at our next Forum!

April 4th, 2024

12pm EST

If you don't have the invite in your diary, please reach out to
Eve Hudak or Helen Dwyer!