



HOW TO BUILD A REPEATABLE SYSTEM FOR HIRING AND RETAINING CLOUD TALENT

EVALUATE YOUR CURRENT LANDSCAPE

There's a crucial first step to be taken before you begin your journey towards achieving a repeatable, replicable system for effectively attracting and then retaining the best tech talent for your organisation.

LOOK AT THE RIGHT METRICS

When it comes to carrying out this evaluation, looking at the data will be the most effective approach.

The metrics and data you opt for should be selected according to the size and complexity of your operation. Metrics to investigate include the number, size and complexity of completed projects, and, likewise, the number, size, and complexity of those projects which have not yet been signed off on.

If your company focuses on delivering professional services, then data that looks at your revenue target against your revenue forecast is likely to be useful. Some companies will be able to draw value from identifying ways that automation or performance improvement tools could be optimised. And for most kinds of organisations, looking at the metrics for the minimum number of personnel necessary to operate at BAU (Business As Usual) levels is a valuable insight to have.



CONSIDER THE NEXT STAGE

Once you have a clear picture of your current talent landscape you should think ahead eighteen months, and analyse what gaps need addressing in order for you to be able to scale at the pace the business requires

These key questions need to start by dealing with the situation in your organisation at present and determining whether the team you have in place now has the capability and scope to meet your objectives for the next eighteen months. Determine too, what the impact on these objectives would be if one of your current team were to leave your organisation during this upcoming period, particularly in the case of employees with highly specialised skills.



MEET THE EXPERTS IN TECH TALENT

At Regal Cloud, our specialism lies in connecting the finest tech talent with the best opportunities, and we pride ourselves on providing exceptional teams that drive business growth. From guiding organisations through a bespoke hiring process, through to crafting a tailored strategy for long term talent retention, Regal Cloud can provide the ideal solution for the challenging tech recruitment landscape.

Find out how Regal Cloud can overcome your talent landscape challenges. Please contact us today

Call: 0208 004 9877, Email: enquiries@regal-cloud.com
