



CAPITAL  
GROUP®

# The Hunt for High Impact Leaders

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# Overview

- **WHY** is it critically important to prioritize executive recruiting
- **HOW** to develop an executive recruiting team
- Capital Group's journey
- Actionable insights

# WHY is it important?

- Competitive edge in today's war for talent, particularly when attracting diverse talent
- Operate smartly
- Successful leaders are critical to business outcomes

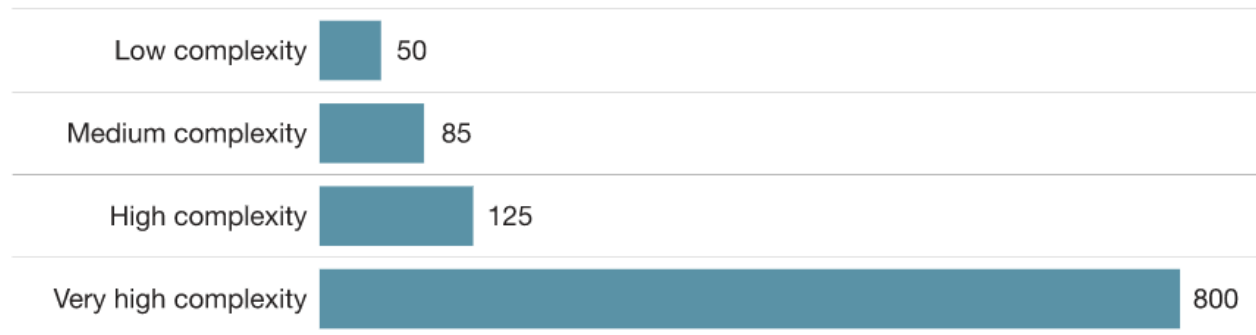
# OK, but how critically important is this really?

According to McKinsey, almost one-third of senior leaders cite finding talent as their most significant managerial challenge. Why is talent important?

## *SUPERIOR TALENT IS UP TO 8 TIMES MORE PRODUCTIVE*

The relationship between quality of talent and business performance is dramatic.

Productivity gap between average performers and high performers, by job complexity, %



McKinsey&Company | Source: "McKinsey Global Survey: War for talent 2000," refreshed in 2012

# Trends and Best Practices in Executive Recruitment

Over the past few years many best-in-class HR functions have created in-house Executive Recruiting teams to focus on the important responsibility of attracting future leaders. The primary goals of these functions are:

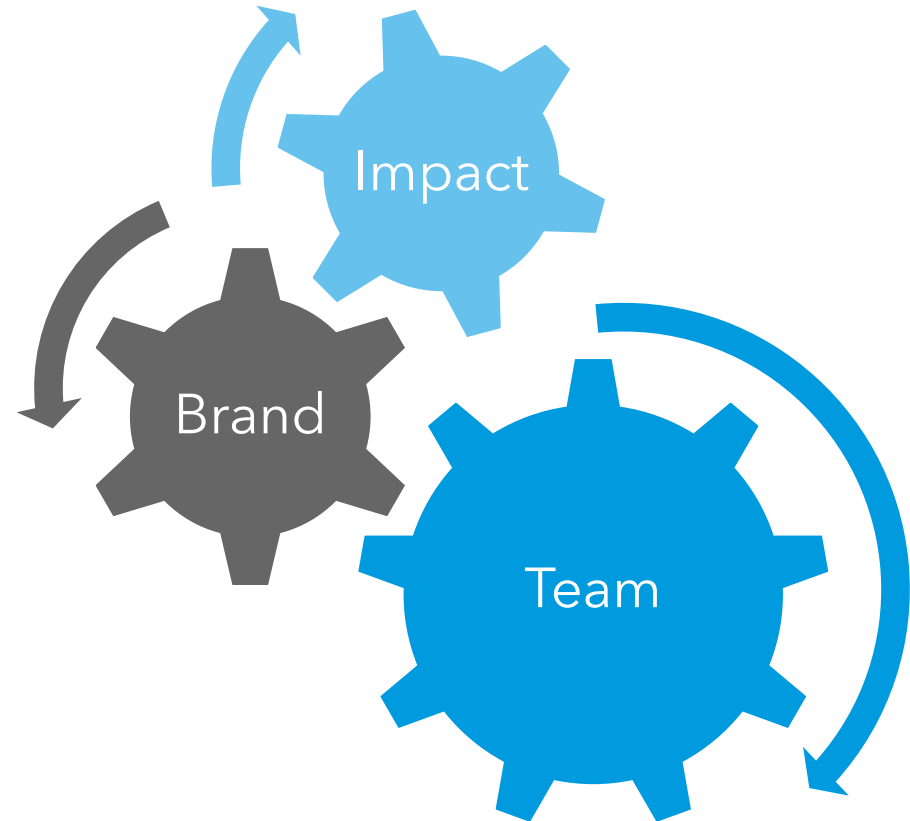
- enhancing the **quality of hire**
- **generating cost savings**
- offering an enhanced and consistent user experience

Current trends and best practices in executive recruiting:

- **Diversity**
- Integration with **succession planning**
- **Enhanced research and strategic sourcing capabilities** to focus on market insights, talent mapping and pipelining

# HOW to Develop an Executive Recruiting Team

- The right talent is key
- Understand your team's brand externally and internally
- Prioritize and focus



# Capital Group's Executive Recruiting Capability

## Transformational Leadership

Phase 1: Established and laid the foundation for a best-in-class executive search function

A light blue downward-pointing arrow indicating the flow from Phase 1 to Phase 2.

Phase 2: Recruited and integrated the team; enhanced the capability

A light blue downward-pointing arrow indicating the flow from Phase 2 to Phase 3.

Phase 3: Continually evolving the team and capability

# Capital Group

Come grow with us.



"The goal of the week is to empower associates with tools and resources to own their career development."

Michelle Thompson,  
Irvine

It's time to PowerUP your career!



## 2018 BEST PLACES TO WORK

EMPLOYEES' CHOICE

glassdoor

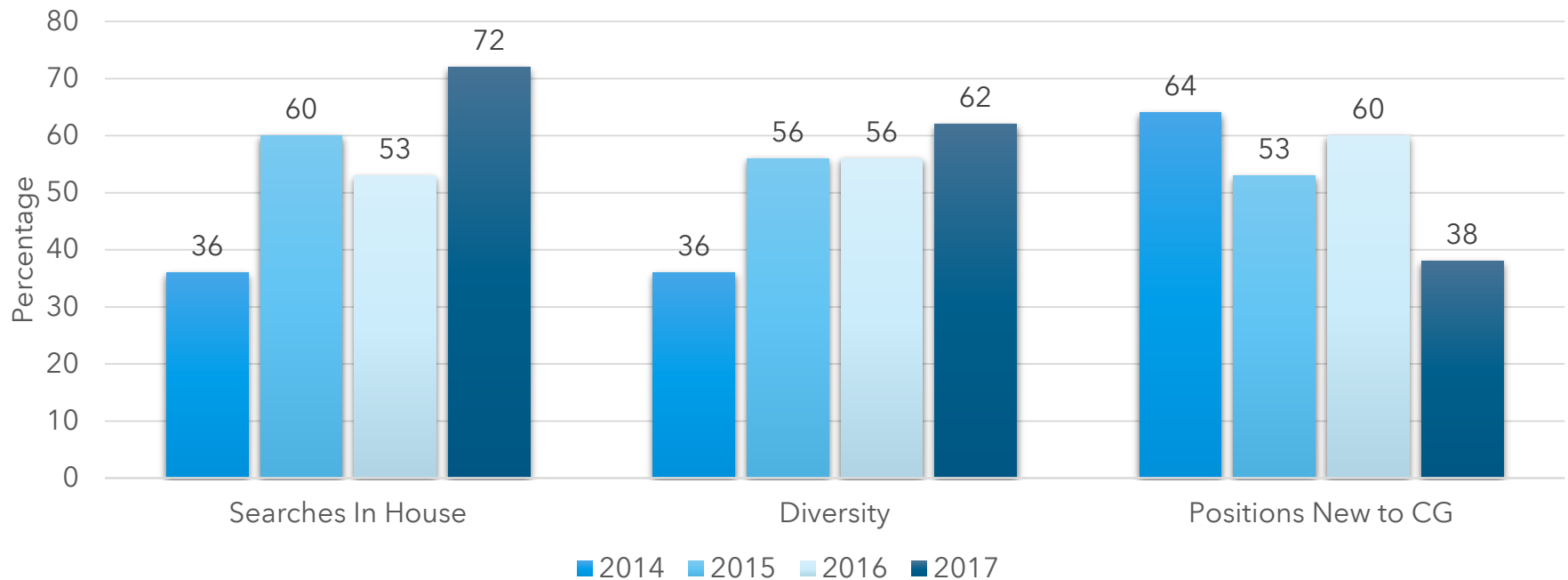




# Capital Group's Executive Recruiting Capability

## Transformational Leadership

### 2014 - 2017 Key Statistics



# Key Takeaways



# Thank you!

## **Anna Anderson VP Talent Acquisition Capital Group**

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