



# Reducing ramp-up times by over 66%

How Hudson RPO rolled out SocialTalent  
as its core LMS to form the backbone of  
its entire colleague development program

HUDSON RPO

socialtalent   
The hiring skills platform

# Challenge

## **Improve the training and development of its sourcing teams**

For Hudson RPO, a global recruitment process outsourcing company, its primary challenge was how to improve the training and development of its sourcing teams.

The company had relied mostly on at-desk coaching which meant there wasn't a consistent approach to training. It needed a uniform and consistent method to develop its staff, with the aim of turning them into strategic sourcers.

## **Deliver consistent, best-in-class training on all facets of recruitment to its staff**

Initially, Hudson RPO was primarily focused on providing in-depth sourcing training to its sourcing teams. However, as time went by, it wanted an effective way to train and develop its entire staff, who were disparate and based all over the world, on every facet of recruitment.

Providing consistent, best-in-class training to its staff is something that Hudson RPO knew it wanted to focus on. In the past, though, the company didn't always have the capacity to do so but recognized that ongoing L&D would be perceived as a huge benefit by employees.

A complete e-learning solution was needed that would allow Hudson RPO to improve the skills of its sourcing team as well as offer the company the potential to train all its staff in every aspect of hiring on a global basis.





# Approach

## SocialTalent becomes Hudson RPO's LMS - providing training on every aspect of recruitment

Hudson RPO started working with SocialTalent in 2016, choosing it as the e-learning platform to train and develop all its sourcing specialists within its Sourcing Centre of Excellence.

As SocialTalent continued to expand its library of content, developing partnerships with world renowned thought leaders in every aspect of hiring, Hudson RPO then wanted to bring this training to the whole business.

Based on feedback from users, combined with SocialTalent's ability to create customizable learning programs, **Hudson RPO decided to make SocialTalent the core LMS platform for the company** as part of a three-year contract.

**“We are delighted to partner with SocialTalent as our core LMS platform. The platform gives all our colleagues significant development opportunities by providing access to great training content in one central place – which includes content provided by SocialTalent, their thought-leadership network and our own internal content.”**

***Darren Lancaster***

*CEO (Americas & EMEA)  
Hudson RPO*

SocialTalent is now an integral part of the continuous development journey that Hudson RPO offers all its employees. The platform also allows the company to track compliance training for in-house modules and is used as part of the company's “BlackBox thinking approach” to identify and solve issues.

## Why SocialTalent?

One of the reasons why Hudson RPO chose to embed SocialTalent as its LMS within the company was because it provides a best-in-class, externally recognized training program. While initially it was the in-depth sourcing training that differentiated SocialTalent, ultimately it was the breadth and depth of training on all facets of hiring and recruitment which resulted in the company's decision to make SocialTalent its LMS.



# Business Impact

## Hudson RPO reduces ramp-up time of new joiners through its ACADEMY by over 66%

Even early on, after implementing the SocialTalent learning platform, Hudson RPO was able to **reduce its ramp-up time of new hires by over 50%**. But that was just the beginning. Now, the company has reduced the time it takes to ramp-up new hires even further, by over 66%.

**“When someone joined our business with no experience in recruitment, it could take up to 9 months before they were ready to begin managing Sourcing projects on their own – now it’s down to 3 months...”**

**George McRobbie**

*CoE Director, Hudson RPO*

Having access to SocialTalent enables all Hudson RPO employees to benefit from significant development opportunities. The bite-size video content, engaging platform and extensive faculty of experts all combine to form the backbone of the company’s entire colleague development program. Using SocialTalent has contributed to the company’s important culture of learning and personal development, where each member of staff is given the time and tools to upskill and improve.

**“It’s been fantastic to see Hudson RPO grow and expand as a company over the time that we’ve been working together, and to watch them embed learning and development into their culture and realize all the benefits of a culture that really focuses on developing their people. Hudson RPO is a long-term partner of ours and it’s been a pleasure for SocialTalent to be able to support and enable them on their training and development journey.”**

**Johnny Campbell**

*CEO, SocialTalent*

**“There is no doubt that the early adoption of SocialTalent as a primary source of training has given us the confidence to be bold in the commitments we make to our clients about what we can deliver.”**

**Darren Lancaster**

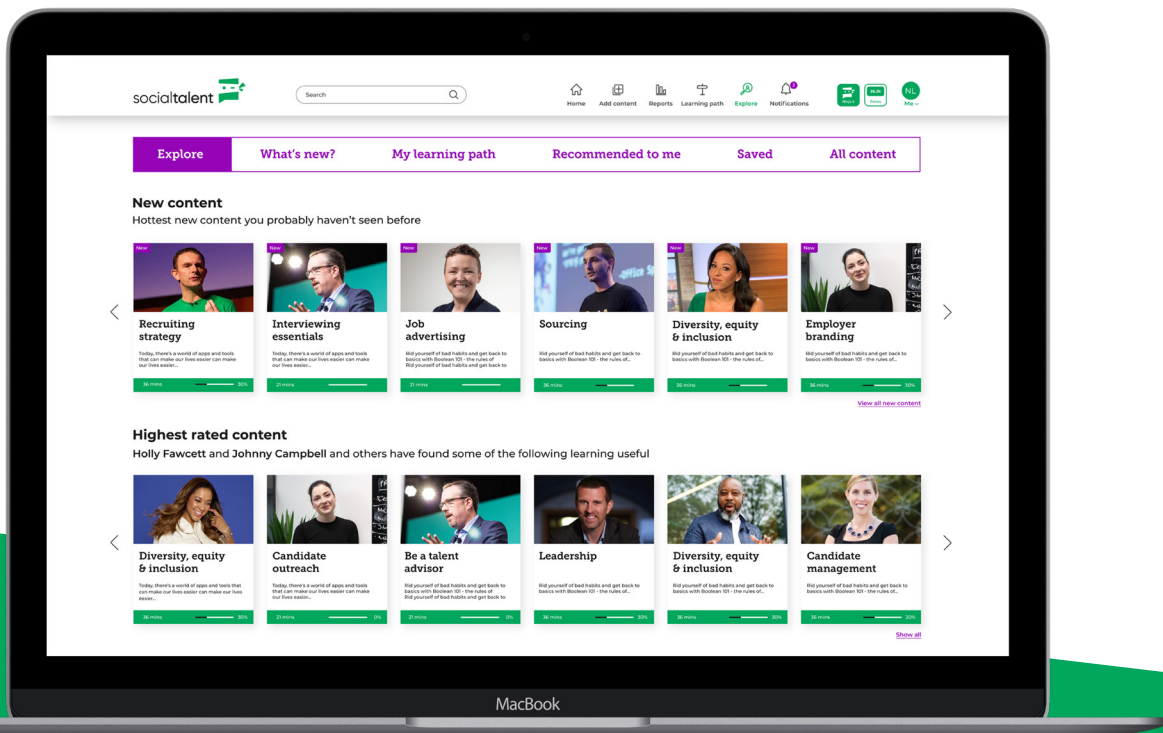
*CEO (Americas & EMEA), Hudson RPO*

## About Hudson RPO

Hudson RPO is a global recruitment process outsourcing company that delivers innovative and customized talent solutions to organizations worldwide. Its services thrive on creativity, flexibility and cost effectiveness, helping to drive businesses forward through the recruitment life cycle.

## About SocialTalent

SocialTalent is the world's only learning platform dedicated entirely to hiring. We give teams the skills and knowledge to find, hire, onboard and engage great talent. Learn from leading industry experts on an intuitive platform that can be easily tailored to your specific needs. SocialTalent is the solution for hiring excellence.



If you would like to learn more about how SocialTalent can help you and your organization to develop your skills to find, hire, onboard and engage with top talent, contact us today.

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