



Talento's Practice Groups

Talento[⊛]

Practice Group Industry



Leader: Matthias Dietrich
Talentor Austria

ACTIVE: 20

- Anneli (Estonia)
- Michael (China)
- Vilija (Lithuania)
- Joost & Jan (Netherlands)
- Rafal (Poland)
- Kerstin (Germany)
- Radim & Johana (CZ)
- Pritul (India)
- Kristina (Sweden)
- Benoit & Jean-Louis (France)
- Mark (UK – Collingwood)
- Thijmen (Hungary)
- Jay & Arsheya (India)
- Tommy (Denmark)

Who is in the group? Partners, Senior Consultants with focus on engineering, industry, manufacturing, construction

Please reach out to gertraud.eregger@talentor.com if you wish to join!

Every 3rd Thursday, 2 PM CET.



Topics 2024:

- RPO, Country Survey of Salary levels, Market Overview Nordics

Focus 2025:

- **Push sales and global client exchange – global learnings on industry trends**
- October: Agile Sales Strategies in the Automotive Industry - 16 participants!
- 21.11.2024: Outlook on the Dutch market, Joost (NL)
- 16.01.2025: Energy & sustainability, Kristina (Capus)
- 20.02.2025: Construction Industry, Radim & Johana (CZ)
- 17.04.2025: Steel & Industry Business, Arsheya (India)
- 15.05.2025: Relocation projects in Industry, Benoit (France)

Find out more about this group in the interview with their leader [here](#).

Practice Group Generalists



Leader: Pritul Sanghavi
Talentor in India (Anakin)

ACTIVE: 10

- Barbara (CZ)
- Yoni (Belgium)
- Jochen (Germany, Fra)
- Anneli (Estonia)
- Ausra (Lithuania)
- Gunita (Latvia)
- Pritul (India)
- Olfertjan (Netherlands)

Who is in the group? Partners, Senior Consultants with focus on engineering, industry, manufacturing, construction

Please reach out to hana.hadzic@talentor.com to register.



Focus/ Goal 2023-2024:

- Organize a good webinar for clients in 2024.
- Moderated by a Talentor partner

Focus/ Goal 2025:

- White Paper on Talent Trends across Talentor markets
- Global clients will get an instant overview on talent trends and challenges



Find out more about this group's latest webinar initiative [here](#).

Practice Group Life Sciences



Leader: Collaborative

ACTIVE: 10

- Joost & Olawale (Netherlands)
- Nina & Cara (Austria)
- Tomas & Milan (CZ)
- Thomas (Sweden)
- Annie (US)
- Irina (Romania)
- Gusti (South Africa)
- Pritul (India)

Watch here the statement about the group's approach from one of its members [here](#).

Who is in the group? Partners, Senior Consultants with focus on engineering, industry, manufacturing, construction

Please reach out to gertraud.eregger@talentor.com if you wish to join!

Every 4th Thursday, 2 PM CET.



Topics 2024:

- Exchange on onboarding support by different countries; customized training for C-level when starting in Austria to fast-track knowledge of local health care system; AI in recruiting

Sessions 2025:

- January: Talentor Austria – Market Monitoring and how to use the tracking for sales

Practice Group IT/ Tech



Leader: Collaborative

ACTIVE: 21

- Jakub & Jan (CZ)
- Bart, Shir, Ilona (Netherlands)
- Andrei (Romania)
- Kulli (Estonia)
- Gorana, Tea, Anida (Balkans)
- Blazej (Poland)
- Sachin (Australia)
- Waseem (Denmark)
- Chris (UK Collingwood)
- Sabrina (epunkt Austria)
- Christophe (France)
- Jay & Bhavya (India)
- Ankit (India Anakin)

Who is in the group? Partners, Senior Consultants with focus on IT / tech, digital.

Please reach out to gertraud.eregger@talentor.com if you wish to join!

Every 1st Wednesday, 11 AM CET.



Topics 2024:

- How to use meetup to create powerful events for the IT / Tech community; AI & Recruitment.
- Jan Bernhart Session: [The Power of Market Insights](#) → **monthly tracking of open IT software developer positions / candidates for each market**

Sessions 2024/2025:

- Nov: 6.11.2024: Presentation of AI tool Carv by Bart Wattel (NL)
- Dec: 4.12.2024: Best Practice Client Case in the IT sector by Christophe (France)
- Jan: 8.1.2025: LinkedIn challenges by Jan (CZ)
- Feb: 5.2.2025: Initiative Candidate Proposal Process by Sabrina (epunkt, Austria)

Find out more about the group in this blog post about "The Power of Market Insights" [here](#).

New - Energy Practice Group



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INDIA
DENMARK
HUNGARY
SWEDEN
NORWAY

- **Nov 7:** Low hanging sales fruits - Focus on Siemens Gamesa & Hitachi Energy
- **Dec 5:** Focus on Eon / Energy clients of Capus
- **Feb 6:** Sales Lab call with Michael Sarsteiner – specific topic can be defined



New - Retail & FMCG Practice Group

- **Nov 14:** Sourcing of Store Manager Roles for luxury labels
- **Dec 5:** open
- **Jan 23:** open



**Group
Leader:
Sophie
Looman (NL)**

**6 – 10
members**

**FRANCE
NL
SWEDEN
BELGIUM
AUSTRIA
POLAND**

DIOR



Practice Group Marketing



Leader: Manto Antoniotti
Talenter International

ACTIVE: 23

- Elena (Switzerland)
- Anneli (Estonia)
- Ausra (Lithuania)
- Barbara (CZ)
- Domenico (Belgium)
- Victoria, Cecilie, Ivar (Norway)
- Olga (Germany)
- Agata & Ilze (Latvia)
- Amina & Fatima (Bosnia & Herzegovina)
- Doug & Sara (UK)
- Elena (Italy)
- Andrei & Artur (Romania)
- Maria Clara & Ana María (Colombia)
- Jeroen (Netherlands)

Who is in the group? Partners, Consultants, Recruiters and Marketeers that want to learn or already develop marketing activities in their own company.

Please reach out to manto.antoniotti@talenter.com if you wish to join!

Second or Third Wednesday of the month at 2:30 PM CET.



Meetings 2024: Monthly

- **January:** Special guest and expert from Microsoft Latam who talked about the Social Media trends for 2024.
- **February:** Talenter Talks initiative launching.
- **March:** LinkedIn engagement tips from our Swiss partners.
- **April:** Special guest and expert about Presentation templates.

Focus/ Goal 2024:

- **The group will focus on 3 main initiatives:** multimedia content generation (Talenter Talks), the LinkedIn group “Talenter Global” and increasing our social media followers as a community.
- Additional campaigns that strengthen the Talenter presence.

Find out more about this group in [this blog post](#) or watch the video statement [here](#).

Research Round Table



Leader: Hana Hadzic
Talentor International

Goal 2024:

- This round table is primarily intended to **enable all international researchers in our Talentor group to exchange ideas and learn from one another.**
- Different content is always presented for presentation and discussion. We also hold a live session at our summit every year, not only because you get to know and see all your colleagues in person, but also because it is easier to exchange ideas.

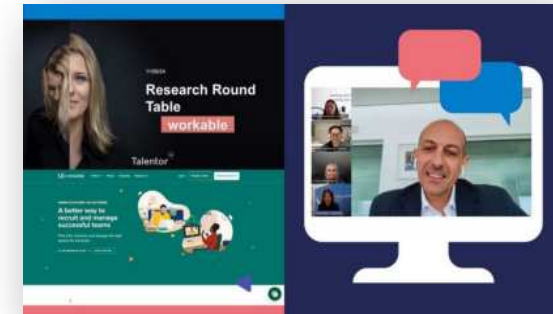
OPEN for all recruiters and researchers in all countries

Please reach out to hana.hadzic@talentor.com if you have a topic for the Round table or want to join.



Meetings 2024:

- **Two or three times a year:**
Everything around improving research strategies, new technologies and tools, and using AI for research.



Find out more about the group in this blog post about "Workable" [here](#).

AI Masterclass – TechStack Forum



**Moderator/ Organizer:
Sabine Steiner, Talentor
International**

Goal 2024:

- **Partners present their experience with AI tools and demonstrate the application using practical examples.**
They provide feedback on the advantages and disadvantages of the application as well as the benefits for their own organization.
- The aim is to **stay up to date with new developments in AI** for the recruitment industry.

OPEN for all partners, recruiters and researchers in all countries.

Please reach out to sabine.steiner@talentor.com if you have a topic for the AI master class or want to join.



Meetings 2024: Monthly

- **January:** ChatGPT - Use cases in recruiting business by Tomas from Czech Republic.
- **February:** HireeZ - A tool for researching candidates - Pernille from Austria.
- **April:** Writing Job Specs with Chat GPT by epunkt.
- **May:** HR and Talent Management Solution by Sachin from Australia.
- **NOVEMBER:** 11.11.2024 – 3.30 PM CET – First Open Tech-Stack Forum

Americas Call



**Leader: Collaborative
Richard (Canada)**

ACTIVE: 6

- Themis (Canada)
- Richard (Canada)
- Annie (USA)
- Jonathan (Brazil)
- Felipe (Chile)
- Cristina (Colombia)
- Juan (Mexico)

Watch here the statement about the group's approach from one of its members [here](#).

OPEN for every partner in the North and South America region.

Please reach out to richard.wahba@expertech.ca if you wish to join!



Meetings 2024: Monthly

- Every partner shares monthly their local market situation, personal and general challenges, trends, etc.

Focus/ Goal 2025:

- Discuss what kind of challenges they have in this specific region and share case studies/ clients with the group.

Intranet – Practice Groups

The screenshot shows the Talentor SharePoint intranet home page. The top navigation bar is black with the SharePoint logo and 'SharePoint' text. Below it, the 'Home' page title is displayed. The main navigation bar includes links for 'TIP', 'News', 'Wiki', 'Search', and 'Leaders4Tomorrow'. A search bar is located on the right. The 'Recent' section on the left shows 'Pictures of Summits & Meetings'. The main content area features a large search bar. Below the search bar, there are two sections: 'Documents - Practice Groups' and 'Articles - Practice Groups'. The 'Practice Groups' link in the navigation bar is highlighted with a red box, and the 'Articles - Practice Groups' section is also highlighted with a red box.

SharePoint

BROWSE PAGE

SHARE FOLLOW

Talentor Home

TIP News Wiki Search Leaders4Tomorrow

Search...

Recent

Pictures of Summits & Meetings

Talentor Group Practice Groups Services Training IT & GDPR Marketing Sales Summits & Partner Meetings

Search...

Documents - Practice Groups

- Stakeholders Invite Email Guidelines for Talentor Global
- Google Reviews Talentor Partners
- Talentor Global - How to post in our group.pdf
- Talentor Partners Social Media Pages 2024

Articles - Practice Groups

- Practice - Research Round Table
- Practice Group - Generalists
- Practice Group - Industry / Manufacturing Industry
- Practice Group - IT & Digital
- Practice Group - Marketing
- Practice Group - Pharma & Life Sciences

Intranet – AI Masterclass

The screenshot displays the Talentor SharePoint intranet interface. At the top, the 'SharePoint' header is visible. Below it, the 'Talentor' logo and 'TIP Wiki' title are shown. A navigation bar includes links for 'TIP', 'News', 'Wiki', 'Search', and 'Leaders4Tomorrow'. A secondary navigation bar lists various departments: 'Talentor Group', 'Practice Groups', 'Services', 'Training', 'IT & GDPR', 'Marketing', 'Sales', and 'Summits & Partner Meetings'. The 'Talentor Group' link is highlighted with a red box. Below this, a search bar is present. The main content area is divided into two columns. The left column, titled 'Documents - Talentor Group', lists several documents. The right column, titled 'Articles - Talentor Group', lists several articles. The 'AI Masterclass' article is highlighted with a red box.

SharePoint

BROWSE PAGE

SHARE FOLLOW

Talentor TIP Wiki Search Leaders4Tomorrow

Search...

Recent

Pictures of Summits & Meetings

Talentor Group Practice Groups Services Training IT & GDPR Marketing Sales Summits & Partner Meetings

Search...

Documents - Talentor Group

- Access to the Talentor Intranet (TIP) Manual
- Annex 3 Cross-border Rules 2022
- Candidate Report Presentation
- Client Reference List - Industry
- Cross-border Projects Talentor Presentation 2023
- Cross-border-project checklist 2022.docx
- Future Lab 2022 - Participants
- Guidelines for pictures of employees/partners for Talentor page
- How to sell Talentor to clients.pdf

Articles - Talentor Group

- AI Masterclass
- CVs partners and consultants
- Future Lab Information
- Partner Calls 2020 -Summaries
- Partner Calls 2021 - Summaries
- Partner Calls 2022 - Summaries
- Partner Calls 2023 - Summaries
- Partner Calls 2024 - Summaries
- Starter Seminar - Welcome to Talentor!



Leaders for Tomorrow

Talentor 