

Update

Talentor International Summit 2026

Talentor[✦]



Highlights of 2026

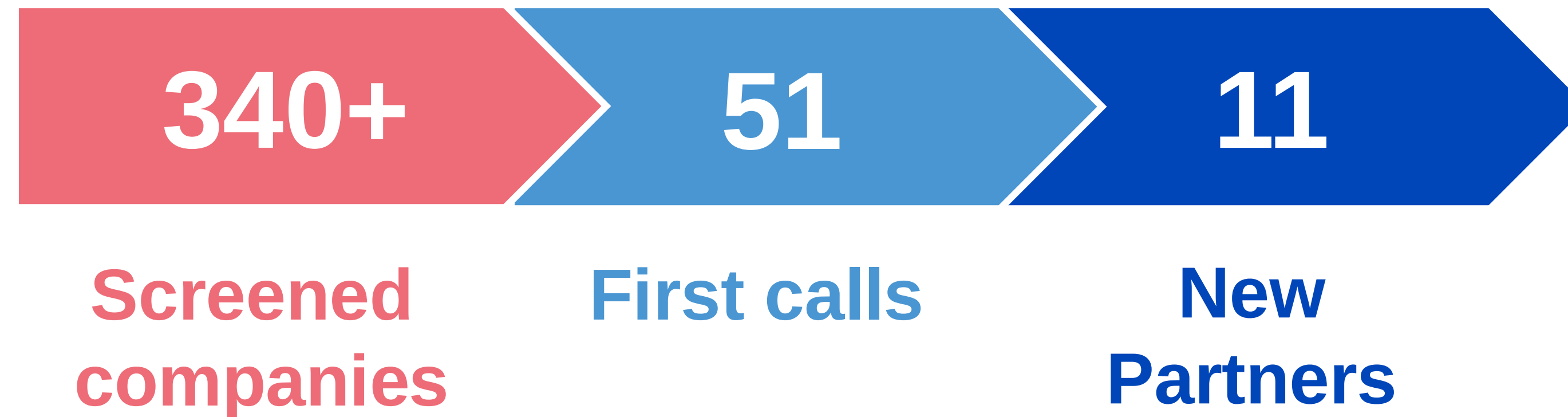
- Great **Partner Meeting in Toronto** with 50 participants!!!
- **11 new partners** in the network!!!
- **Leaders for Tomorrow Program 3rd cohort** finished with great projects!
- **Recruiter Academy** with 9 modules since October 2025 to July 2026
- **84 Cross-border** activities (until August)
- **Relaunch of Website** with focus on lead generation
- **Talented AI Bot** will be launched in September



Talentor September 2026

Goal for 2026

WIG: 6 new partner companies in 2026



New partners & locations

- Japan – Titan Consulting
- UAE – Peergrowth
- USA – L'Agence/ Atlanta
- USA – ACG Resources/ New York
- Ireland – The Panel
- USA – TalentPro / California
- *Finland – LeKaHR*



Additional partners & „replacements“

- Hungary – Kalocsa Consulting
- South Africa + 19countries – JobnetAfrica
- Spain – Bros Group
- Denmark – Pointer Search
- *Romania – HR Desing Consulting*
- *Italy – Tailor & Fox*



Talentor Partner Location

50+ countries

North & South America

Brazil
Canada
Mexico
United States 5
(Atlanta, Boston, New York, Tampa, California)

Europe

Austria
Belgium
Bosnia and Herzegovina
Croatia
Czech Republic
Denmark
Estonia
Finland
France 2
Germany 4
Hungary
Ireland
Italy 2

Latvia
Lithuania
Netherlands
Norway
Poland
Romania 2
Serbia
Slovenia
Spain
Sweden
Switzerland
Turkey
United Kingdom 2
Ukraine

Africa

Morocco
South Africa + 19 African countries

Middle East

Saudi Arabia
United Arab Emirates

Asia

China
India 2 (Mumbai, Pune, Bangalore)
Japan
Singapore 2

Australia

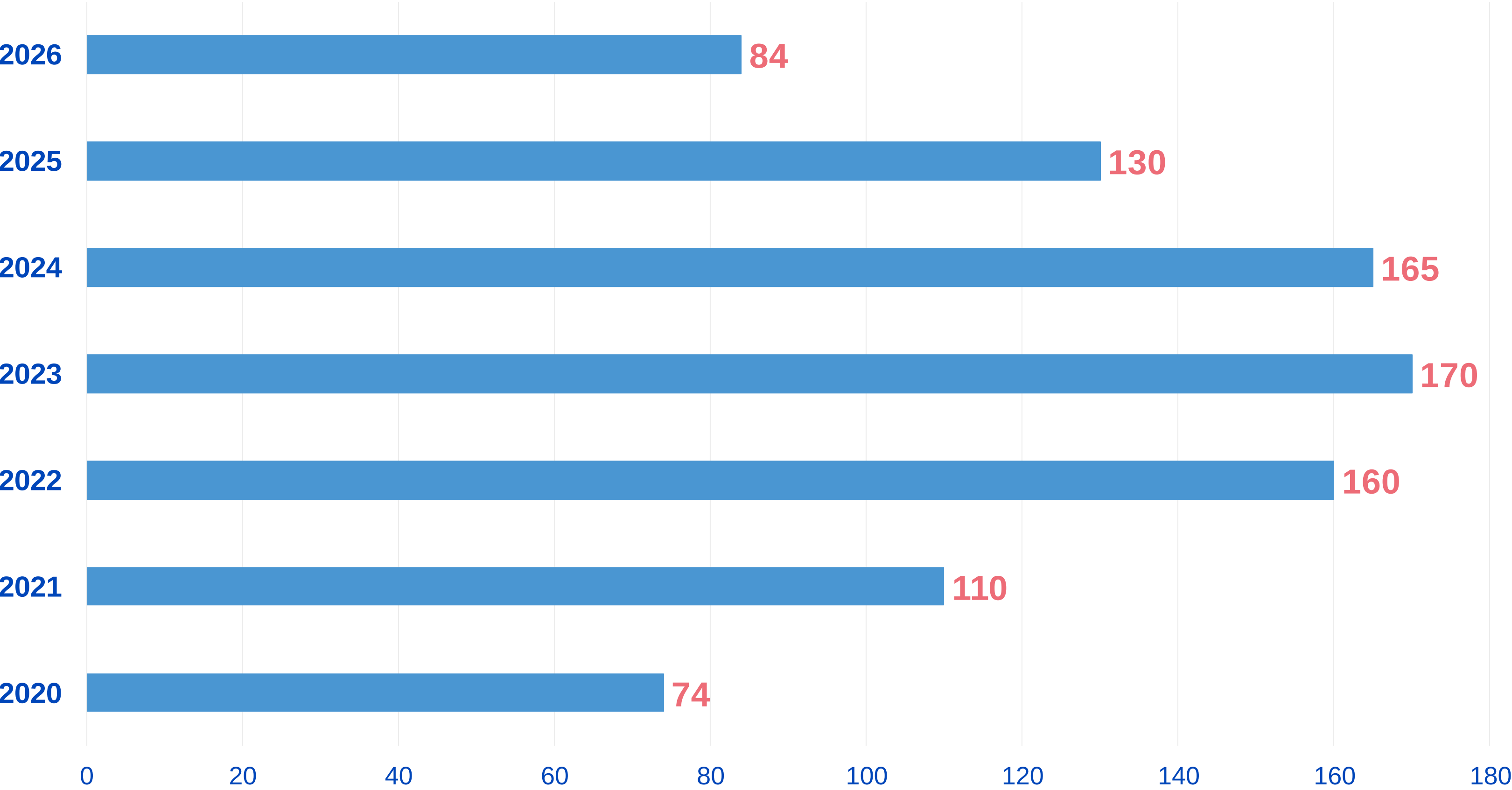
Brisbane
Melbourne
Sydney

Cooperation Partners

We have a lot of contacts around the world! Please ask Talentor International for contact details.

Cross-border Leads & Projects 2026

Jan to Aug 2026



Cross-Border Facts 2026

What the network is hiring for

word size = number of projects

General Manager Chief Operating Officer Sales Director

Sales Manager **Country Manager** **Branch Manager**

Sales Representative **Account Manager**

Business Development **Engineer** **Team Lead**

Sales Project Manager **Project Manager**

Software Developer Technical Director HR Manager IT Specialist

Head of Sales & BD Plant / Production Manager VP / Country Lead

Entering new markets

Building new /
additional sales team

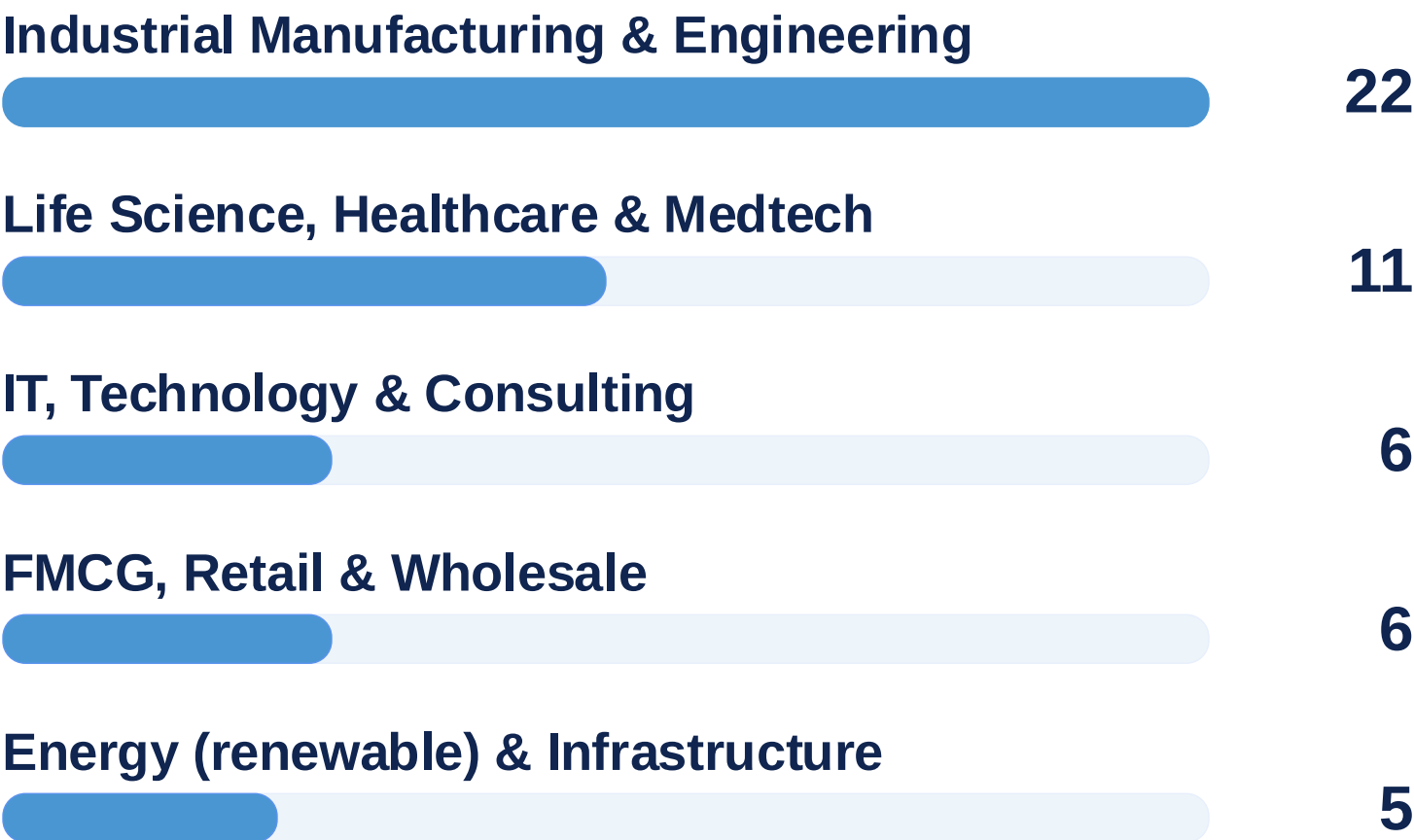
Decision Makers:
Director, Head of,
CEO, GM

India

Cross-Border Facts 2026

Top 5 Industries

number of cross-border projects



Where the leads come from:



Successful Cross-Border Projects

261.700 EUR fee volume

11 Countries involved



Sales & Business Development searches

118.700 EUR

Area Sales Manager

19.500 EUR

Aviko · Capus, Sweden → Peergrowth, Dubai

Senior Account Executive

30.000 EUR

Vusion Group · epunkt, Austria → Itaka S., Germany

Regional Head of BD & Sales, Vietnam

16.200 EUR

Aviko · Capus, Sweden → Ellwood, Singapore

Business Developer Major Accounts

22.000 EUR

SPM · Chantal Baudron, France → Collingwood, UK

Business Development

n. a.

Comino · Latvia → Collingwood, UK

Sales Project Manager

13.000 EUR

Primekss · Latvia → Lithuania

Institutional Sales – Real Estate Funds

18.000 EUR

Uniqua Insurance · epunkt, Austria → Righthead, Germany



Successful Cross-Border Projects

261.700 EUR fee volume		11 Countries involved
● General Management & C-Level 100.000 EUR General Manager Alembic Pharma · Anakin, India → Constares, Germany Chief Operating Officer MX3D · Collingwood, UK → Independent R., NL		
● Specialist Search 43.000 EUR Confidential Atos Medical · Capus, Sweden → Constares, Germany Broadcasting Engineer Aveko· CZ → Arquitectura del Talento, Colombia Teamlead Engineering + Engineer 18.000 EUR TGW· epunkt, Austria → CZ		

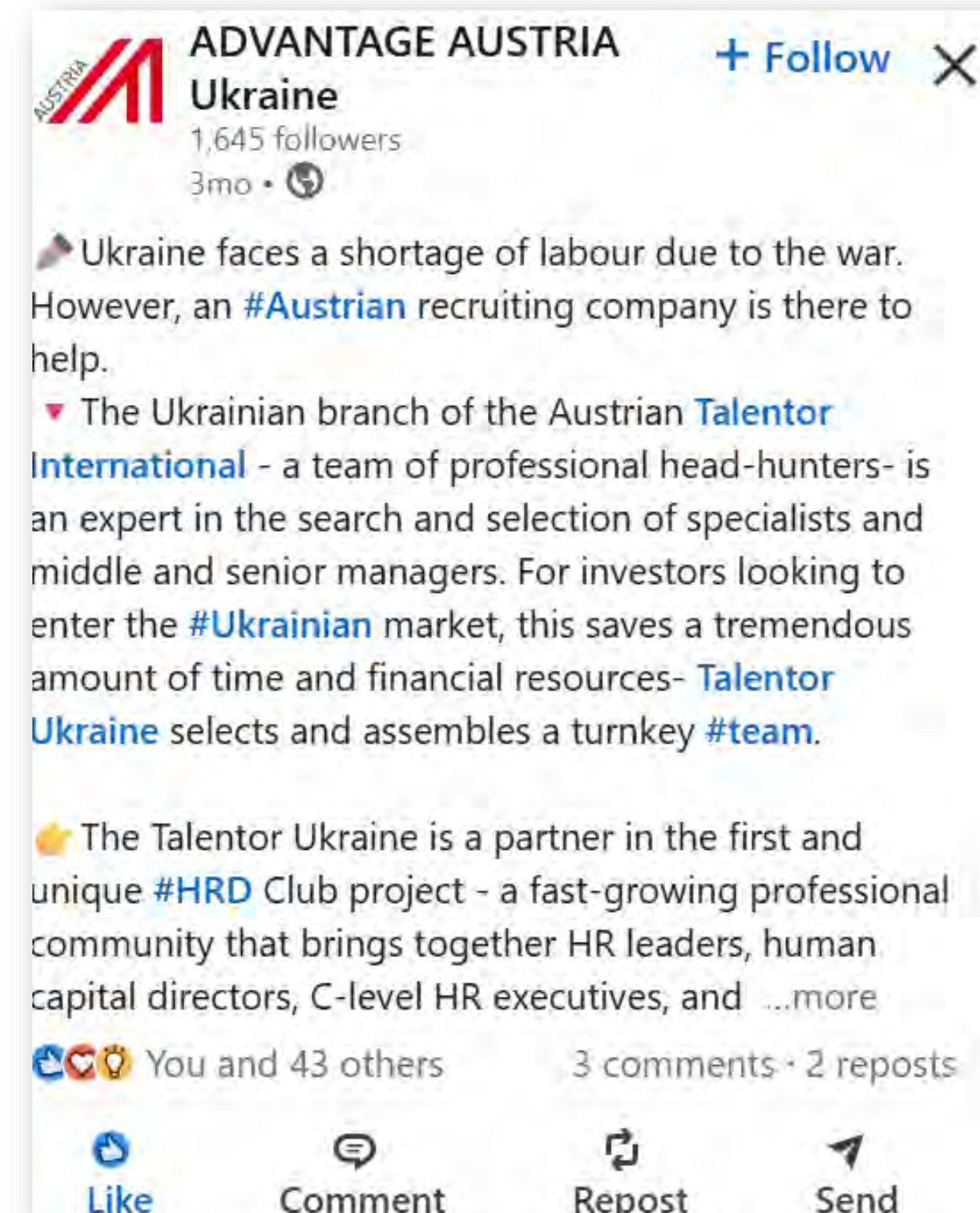


Collaboration Austrian Trade Commission



30 Partners connected

- **Ukraine** | Cargo Partners builds its Ukraine team – 2 Logistics Managers | EUR 10,000 | Excellent client feedback
- **Canada** | Webinar for 40 Austrian companies: *Recruiting in Canada* – co-hosted with a lawyer
- **Australia** | Ongoing partnership with the German-Austrian chamber (German Hub)
- **Part of Talentor Onboarding:** Free access to Advantage Austria events and strategic collaboration with the trade commission team



Talentor Cooperation Champions



Champion „Client Relation“

Customer Alembic

- Sustainable customer relationship management and communication
- Project developed and closed with Constares
- Project started with Capus Sweden



Champion „Cooperative partner“

- **Swift and reliable delivery** — consistently balances speed with high-quality execution
- **Active Leadership Board Session** in the L4T programme
- **Role model** in Sales4T program
- **Engaged network contributor** in Talentor meetings & formats



Champion „Selling globally“

7 projects / leads to partners in:

- Germany
- Netherlands
- Singapore
- UAE/Dubai
- France
- Australia

Outlook 2027

- Strategic focus on **strengthening existing partnerships** while cultivating new business development through active network engagement
- **Selective network expansion** in 2027: up to three carefully chosen new partnerships
- 2027: **Gertraud will be on maternity leave** – restructuring team responsibilities
- **Partner Meeting in Spain/Madrid**
- Leaders for Tomorrow Program 4th cohort
- Fully replacing Intranet through Talentor AI bot



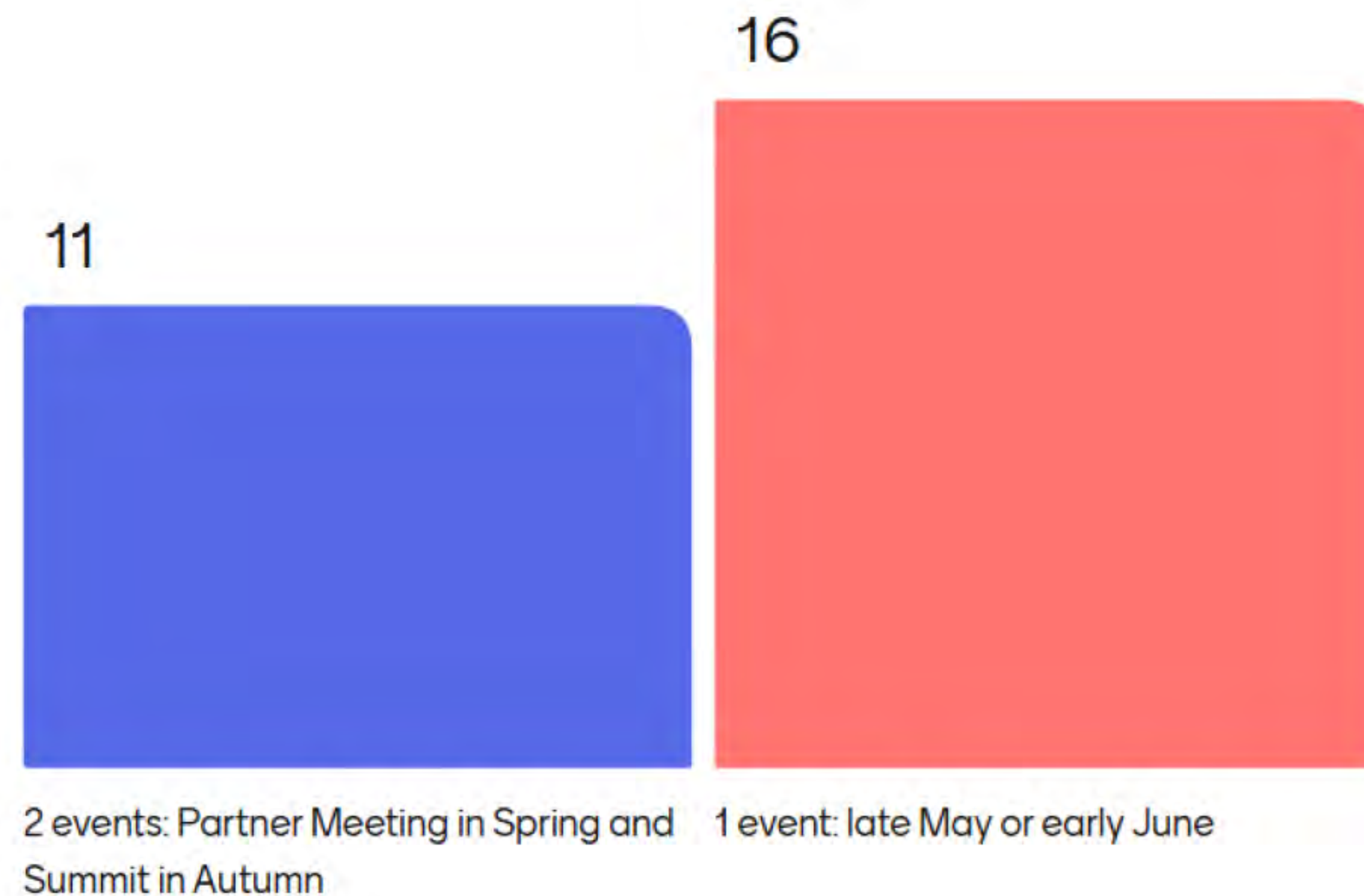
Partner Meeting 2027

When: 18th & 19th March 2027

Where: Madrid, Spain

Talento Events: 2028 and onwards...

How many Talento events should we have from 2028 onwards?



Live mentimeter results Talento Partnercall 31st of August, 2028

Our Hotel | Petit Palace Savoy Alfonso XII

Prices:

- **Single Room:** € 200.00 per night
- **Double Room:** € 230.00 per night
- **Conference Package:** € 90.00 per day
- The hotel is located a 20 min walk from Puerta del Sol | by taxi or uber 5-10 min | by metro 15 min.

We will send out the hotel booking information in good time. The agenda, as always, will be shared at the start of next year.





Romania/Bucharest

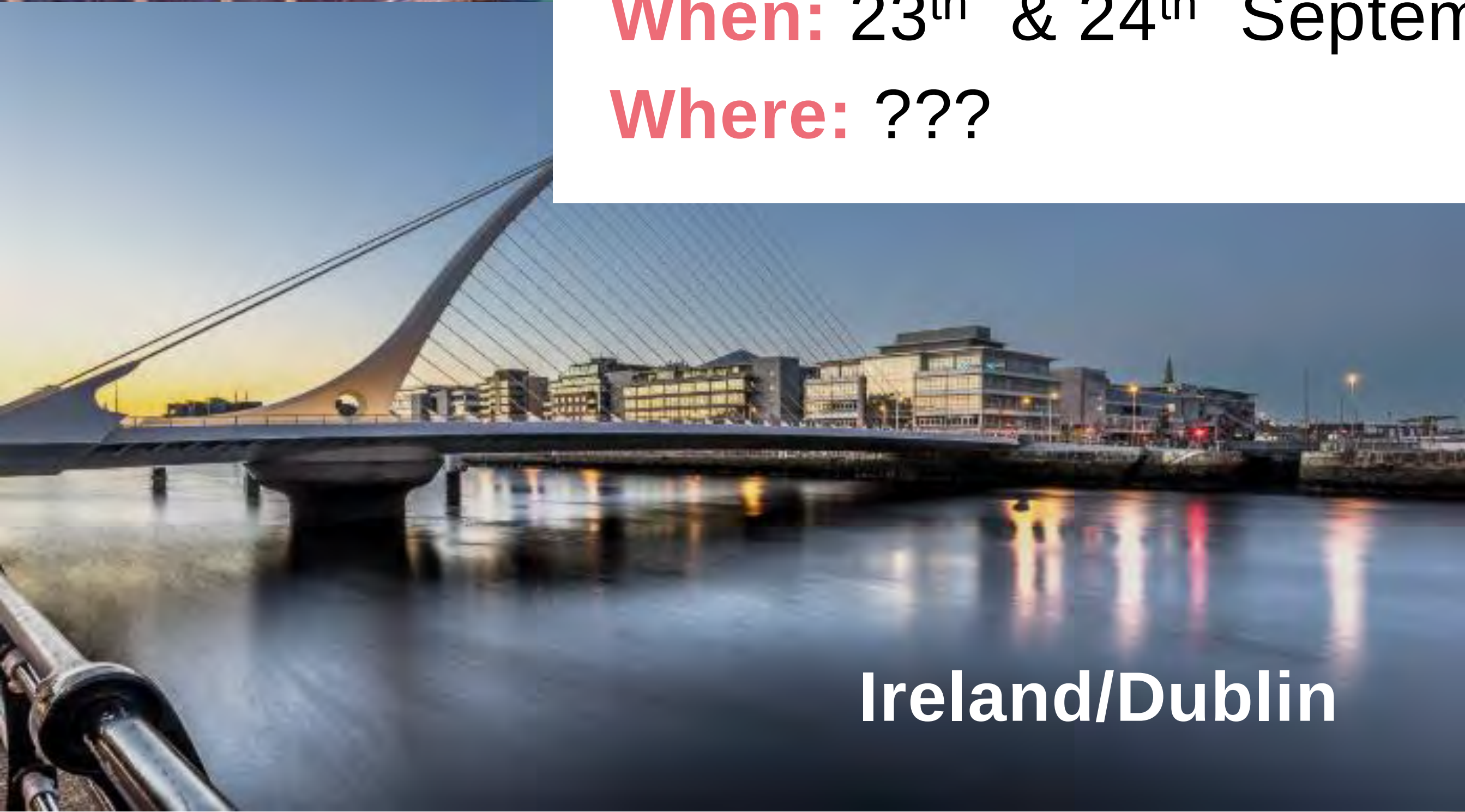


Hungary/Budapest

Global Conference – Summit 2027

When: 23th & 24th September 2027

Where: ???



Ireland/Dublin



Italy/Milan



Leaders 
4Tomorrow
Program

Leaders4tomorrow Program 2027

Lead. Grow. Build.

5 modules - 4 keynotes - 1 live Leadership Camp in Vienna

Talentor 

#leaders4tomorrow – where we come from



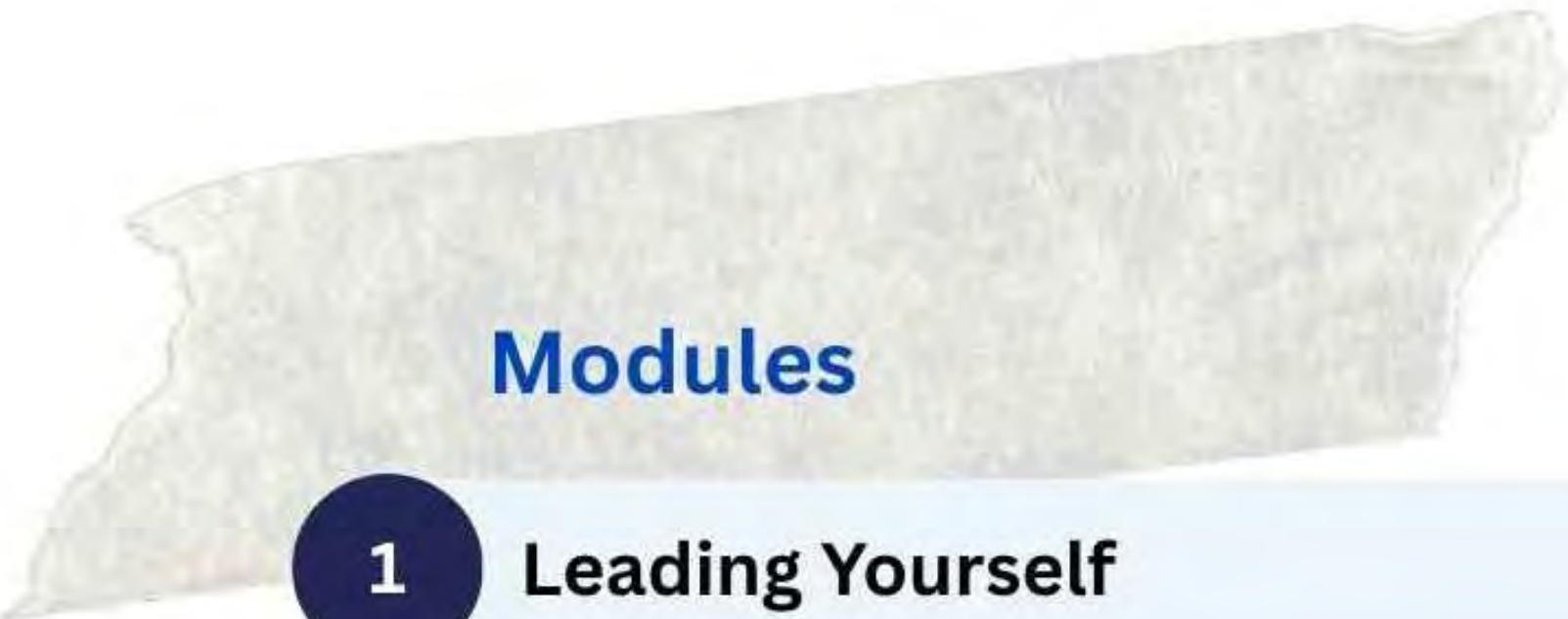
Guided growth for rising talents

- Virtual coaching & top keynotes
- Strategic projects in sales, marketing & BD
- 22 talents
- In 3 cohorts since 2023
- 7 partners invested



Austria, Germany, Latvia, the Netherlands, Switzerland, UK, and Ukraine.

Learning Focus



Modules

- 1 Leading Yourself
- 2 Setting Direction & Goals
- 3 Storytelling, Influencing & Sales
- 4 Leading Others
- 5 Challenge Exchange & Strategic Guidance

What's new this year

- **1:1 mentoring:** One mentor per talent, giving strategic input and direction for the project work
- **Live in Basel:** An additional on-site leadership workshop, hosted by Coopers
- **Thank you to our mentors:** Christian Limmer, Olfertjan, Michaela, Ansie, Leszek & Pernille!
- **Leadership Board sessions over the years:** Michael Wang, Doug, Barbara, Abhishek, Gunita, Benoit & Jonathan.

Who is the Leaders4Tomorrow for?

Senior leaders

Sharpening the three skills with the biggest impact on success:

- Leading through change
- Giving honest, motivating feedback
- Emotional intelligence

C*OPERS



Soon-to-be team leads

Preparing with confidence for the first leadership role



New team leads

Finding your feet and your leadership style in a new role



From candidate side to client side

Taking full ownership of projects and client relationships



Business builders

Building a sales unit – not just winning the next client



The Learning Experience

Programme schedule 2027

01

Virtual Keynote
February 2027

*Lead yourself
first!*



Manuel Larenas
Impact International

02

Virtual Keynote
March 2027

*Earn your seat at
the table*



Andrea Ross
Trust Diagnostic

03

Live · Vienna · 2 days
April 2027

*Leadership in
action – 3 live
keynotes*



04

Virtual Keynote
April 2027

*Pitch perfect,
every day*



Wolfgang Depauli
International Sales
Trainer

05

Virtual Keynote
May 2027

Lead with EQ



Bethel Nwaneri
GE

Sales / BD / AI / Candidate Engagement **PROJECT** within the organization

Join for L4T 2027 cohort!

More details and steps

EUR 3,700,- including...*

What's included in 2027

- Virtual Kick-Off: February 2027
- Leadership Camp Vienna: 2 days, fully funded, April 2027
- 4 keynotes from international recruiting experts
- Virtual coaching & challenge support: February to June 2027
- Personal mentor for your project
- A global peer group

**Final date to nominate – Michaela / Gertraud:
October 31st, 2026**

* Only Travel Cost excluded



5 months of focused development
2 calls per month
2 days live in Vienna



Practice Groups

Talentor[⬤]

IT Practice Group

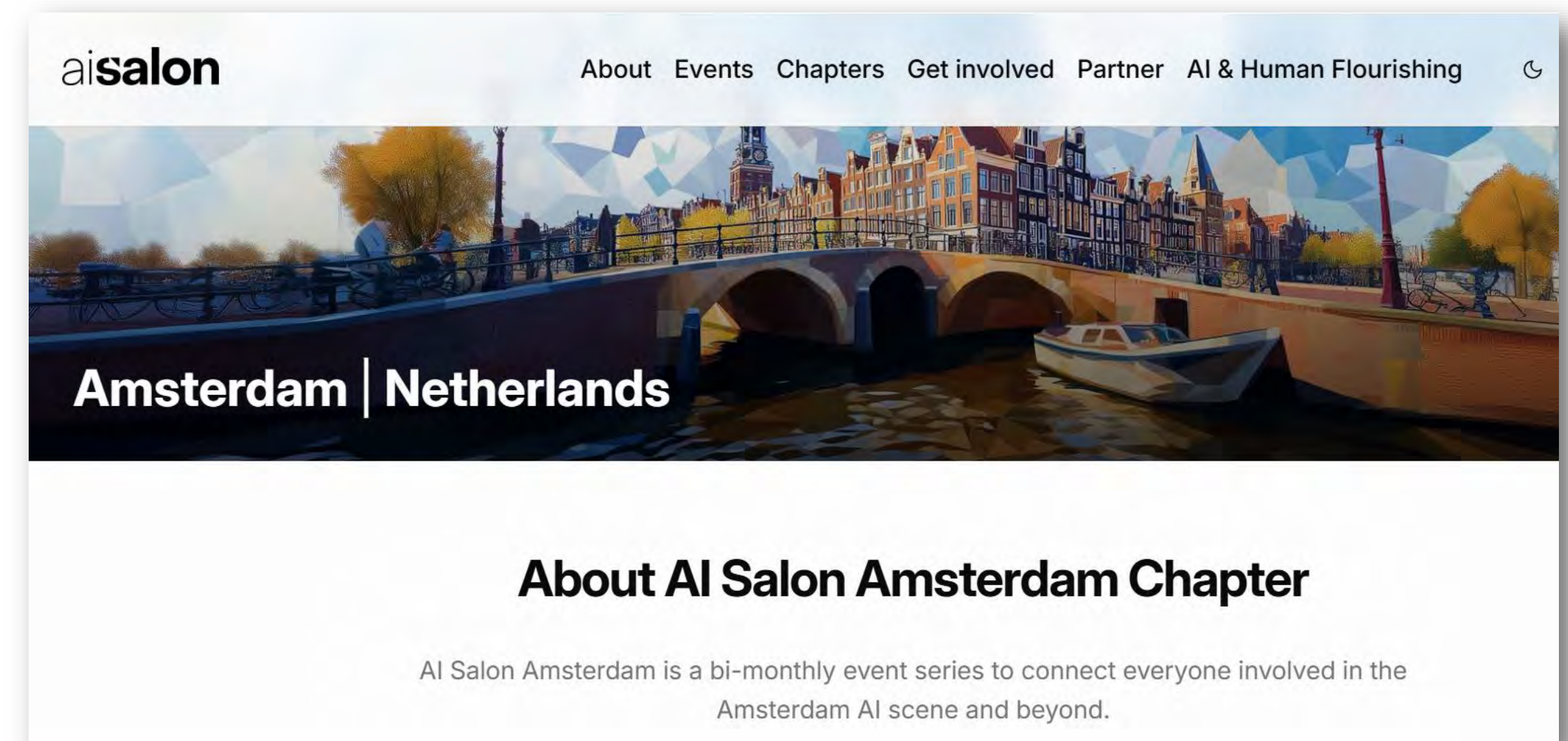
Connect 10-18 IT recruiters monthly to share tech insights & upcoming AI recruitment.

Active members from India, Germany, Australia, Netherlands, CZ, epunkt, Singapore, Mexico, and the USA.

Monthly - First Wednesday, 2 PM CET

Focus

- **New profiles in the market:** Chief AI Officer, AI development roles by Independent Recruiters (NL)
- **Global Tech / IT events:**
<https://www.aisalon.ai/>
- **Talent Mapping**



Quarterly Calls

Industry Practice Group:

- Manufacturing, Construction.

Energy

- **L'Agence (USA)** promotes energy content for business developement.

Life Sciences – Pharma

- Presentation of the cross-border project Alembic between **Anakin (India)** & **Constares (Germany)**.

- ***You only sell to those you know***
- ***Educate your Talentor colleagues about changes / clients in your organization: Call me now for this new sector...!***
- ***In-sector hiring conversations / Practical new sourcing / selling ideas***

Market Calls – Quarterly Calls

DACH – 6 members:

- 4X Germany, AT, CH

NORDICS & BALTICS – 7 members:

- SE, NO, DK, FI, LT, LV,EE

CENTRAL & EAST EUROPE – 12 members:

- FR, BE, NL, 2x UK, IRE, IT, SP
- PL, CZ, HU, RO, BHZ

AMERICAS – 8 members:

- 4 X USA, 2 x CAN, MX, BRA

APMEA – 11 members:

- ZA, UAE, TK, MA, 2x IND, 2x SGP, JP, CN, AU

Agenda

- Introduction of new partners/members in more details
- Dynamic market updates of each partner company
- Sharing international clients - projects
- Active sales exchange

AI & Automation Masterclass TechStack Forum

Goal:

- **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.

Meetings 2026:

Monday, 20th of April 2026: "Global Techstack Insights – Tools & Trends“: Toronto's live session remote for everyone who was not able to join

Monday, 27th July 2026 – TalentOS by MSI Technologies:

Presentation of MSI Technologies Agentic AI Tool

Third Session (October, tba) – Talentor AI Bot:

Training on our new Talentor AI Bot – introduction to the tool, use cases, Q&A

Fourth Session (November) – eLearning & Training:

Solutions by Tomas (CZ) and an external tool

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

Reach out to Michaela if you have an AI or Automation initiative to share or want to join.



Marketing Updates

Talentor[⬤]

Where marketing focused in 2026

Five priorities:



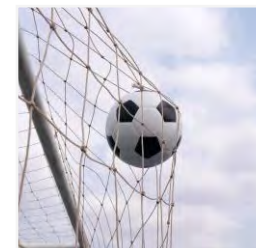
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- **Website relaunch:**
SEO & GEO optimization, new pages.



2

- **Industry-focused content:**
Partner expertise, market by market



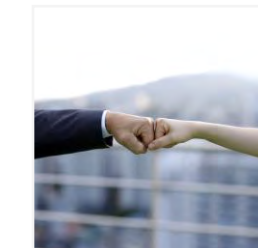
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- **Talentor's World Cup campaign:**
Riding a global moment



4

- **Marketing Practice Group:**
Campaign support & Powered by Talentor



5

- **Partner onboarding:**
9 new members welcomed

Talentor KPIs

AI builds a picture of “Talentor” from all our partner sites. As best practice, we should all use the same KPIs.

We are currently updating our presentations, fact sheets, and other content. We will be sharing these with you by email.

50+
countries

Founded in
2003

500+
consultants

Headquarter in
Vienna

Industry-focused content: how it works

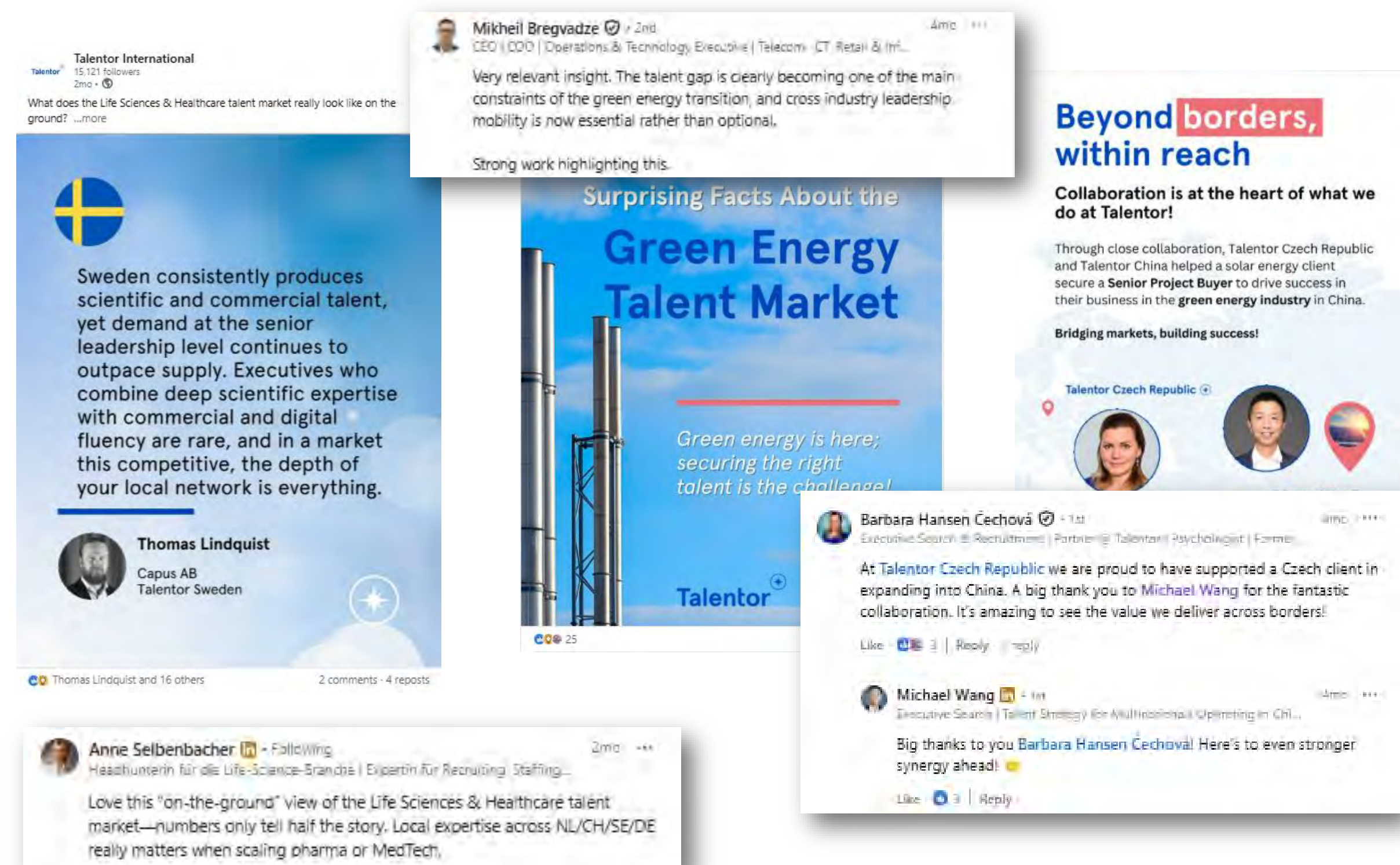
Partner insights/ non-replicable AI: long-form blog article and supporting posts.

2026 so far

- Green Energy
- Life Sciences & Healthcare

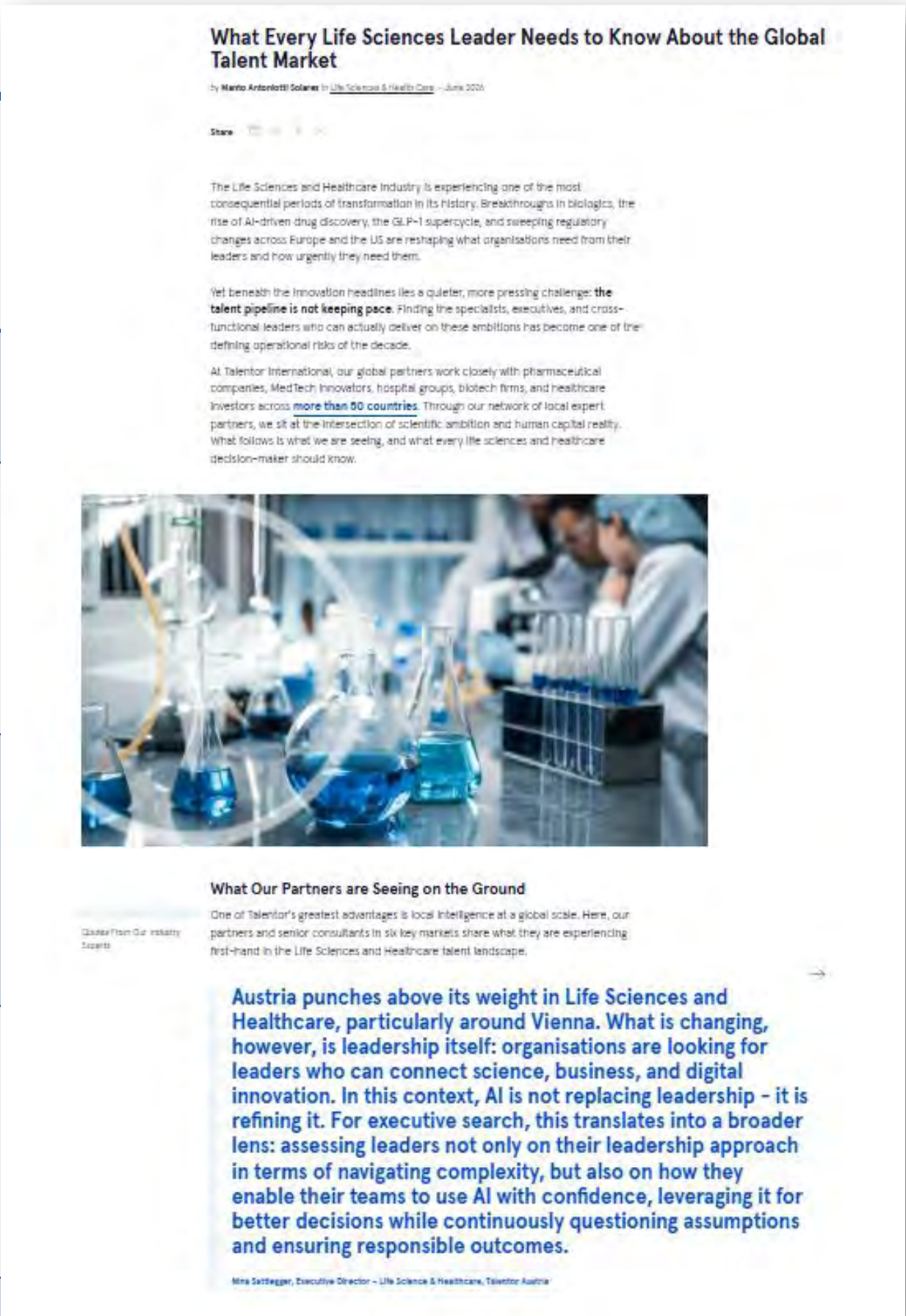
What's next in industry content

- **IT:** 17 featured partners, insights from 11 markets (*in production*)
- **Finance:** topic and partner line-up to be confirmed



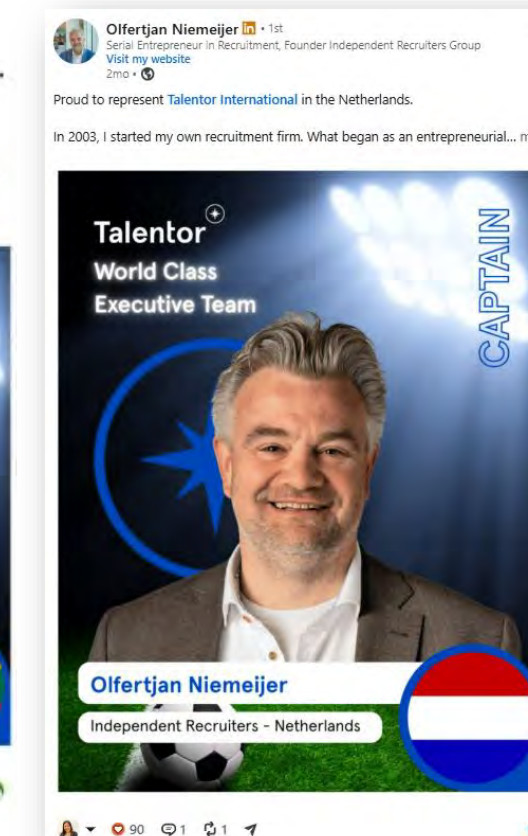
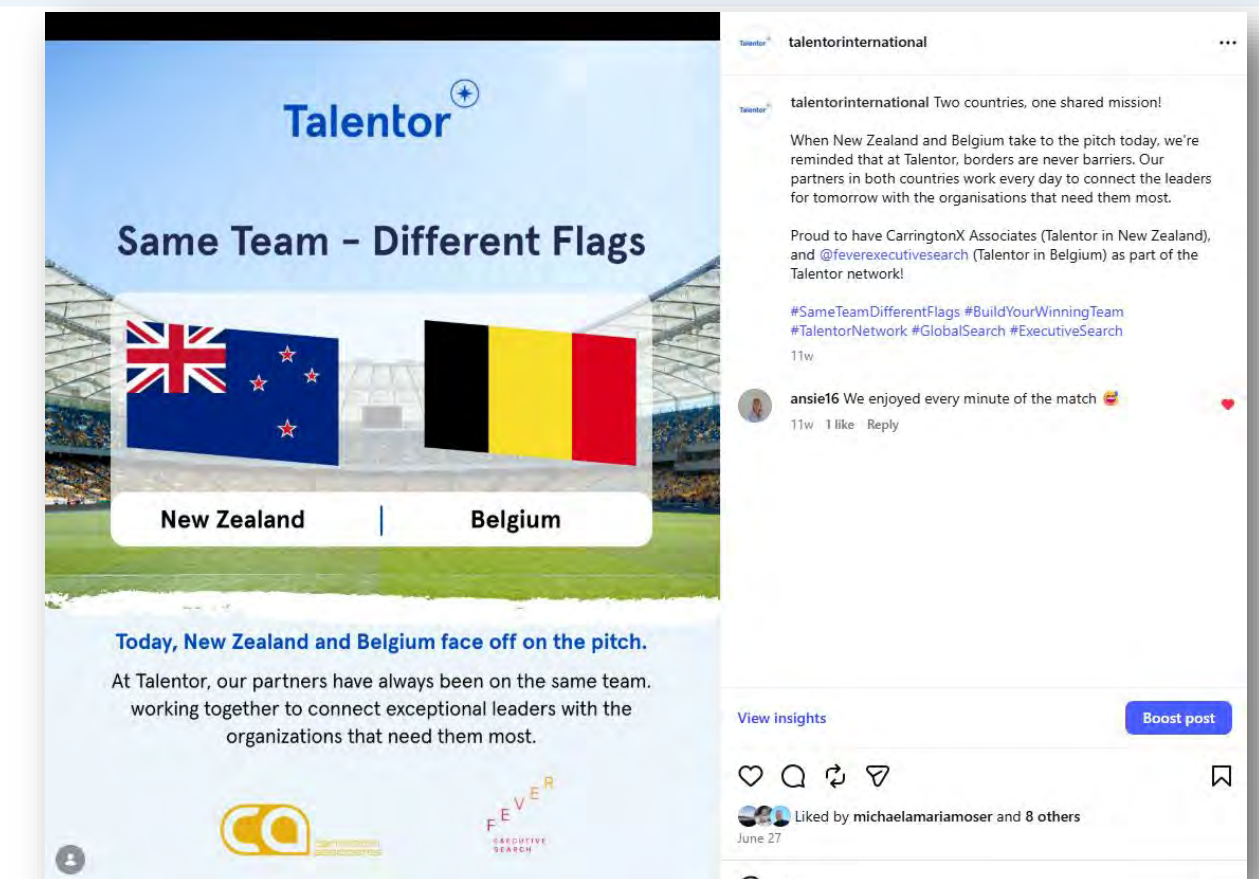
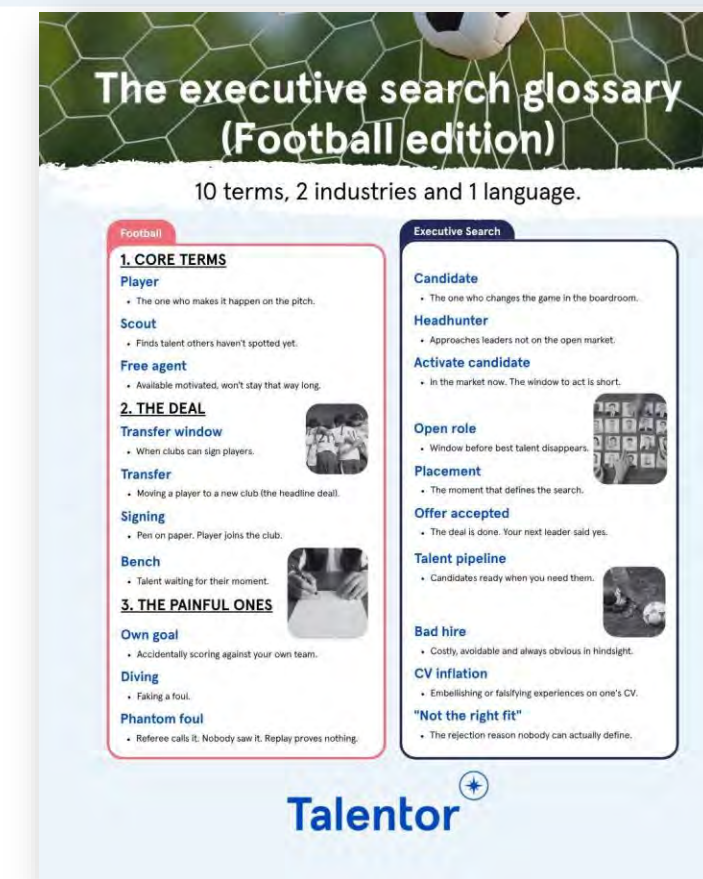
Content performance on LinkedIn

	Green Energy (Apr-May)	Life Sciences (Jun-Jul)
Featured partners	6	11
Number of supporting posts	5	6
Impressions supporting posts	10.565	5.418
Impressions blog post	1.004	3.790
Total impressions	11.569	9.208



World Cup campaign highlights

- Instagram and Facebook carried a third of the campaign's total reach.
25 posts - **14,583 impressions** across LinkedIn, Instagram and Facebook.
- We reached people who don't usually engage with recruitment content.
1 in 5 people we reached on Instagram and Facebook were not following us.
- **+21 partners** joined our Football sticker campaign.



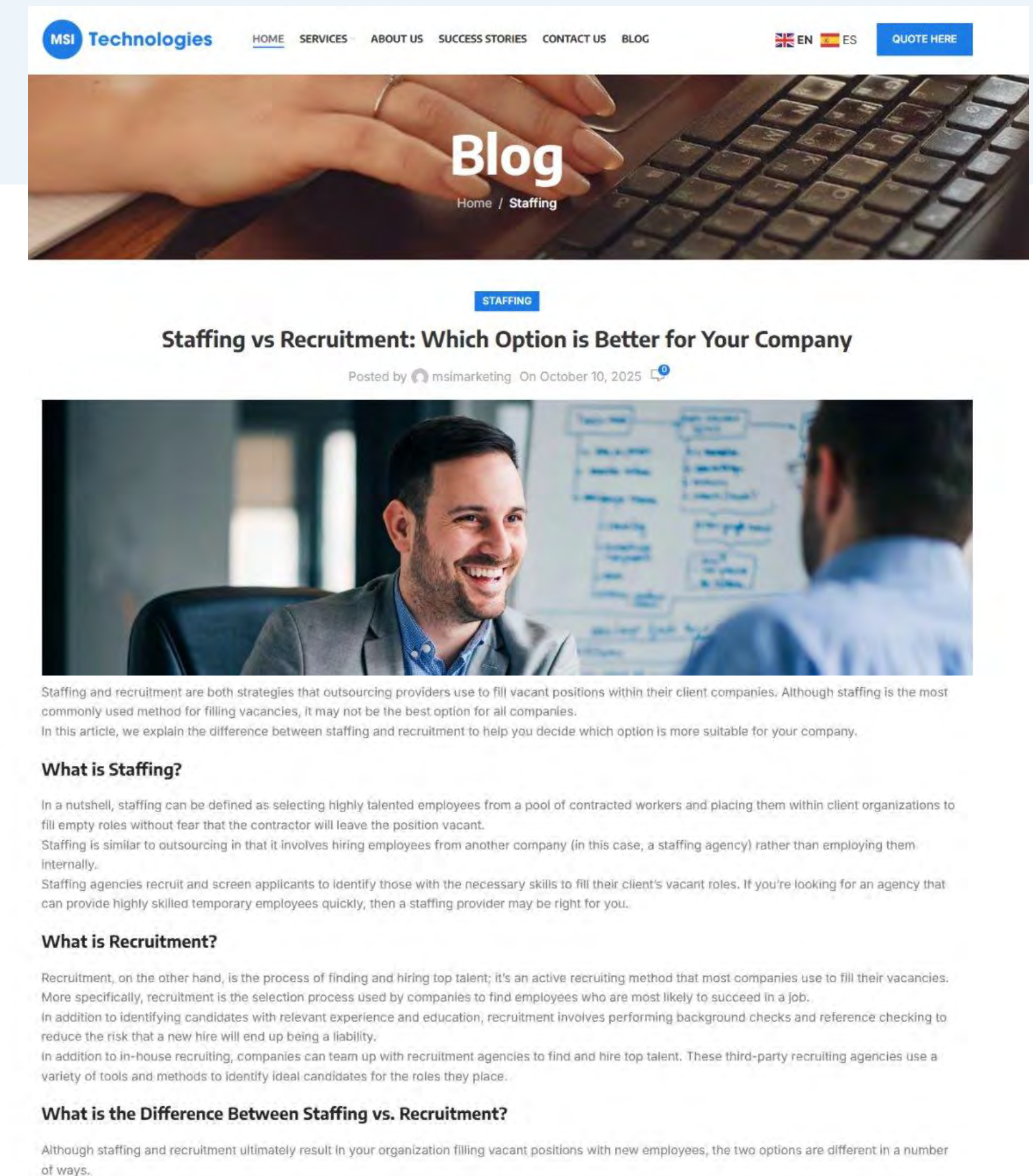
Marketing Practice Group

- **Support in current campaigns** (Partner Meeting, World Cup, Industry-focused content, Summit).
- Development of the Powered by Talentor initiative in which we **collect and refine content from across the Talentor network** and make it **freely available** for everyone to use.

NEW: AI-driven brand-new content on current trends and topics relevant to our industry for different markets.

150 high-quality articles available!

Our Next Session will be on Marketing & AI: GEO / AEO (Generative Engine / Answer Engine Optimization) & the updated LinkedIn Algorithm



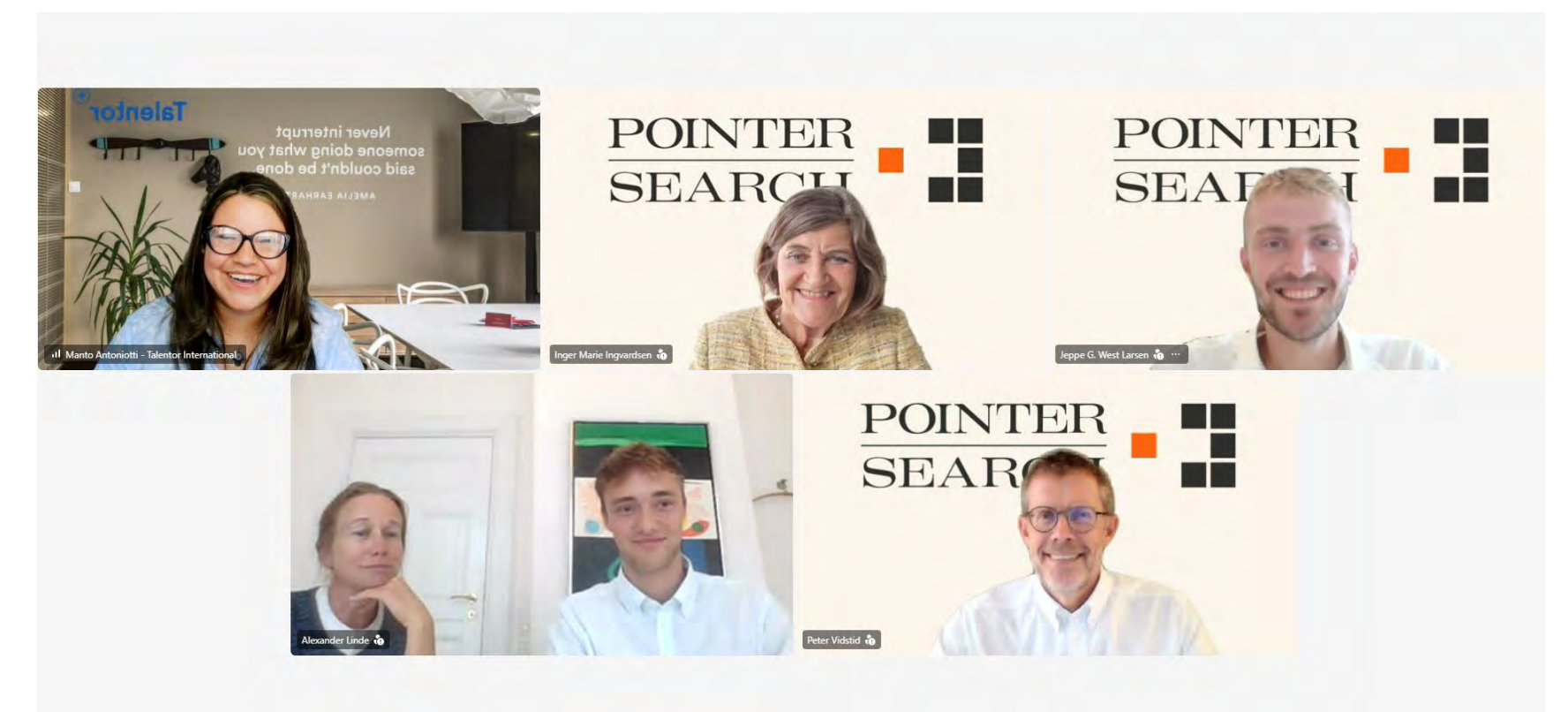
ORIGINAL PUBLICATION BY POPCORN RECRUITERS/ TALENTOR WESTERN BALKANS:
<https://popcornrecruiters.com/staffing-vs-recruitment-which-option-is-better-for-your-company/>

Nine new partners onboarded in 2026! (3 in progress)



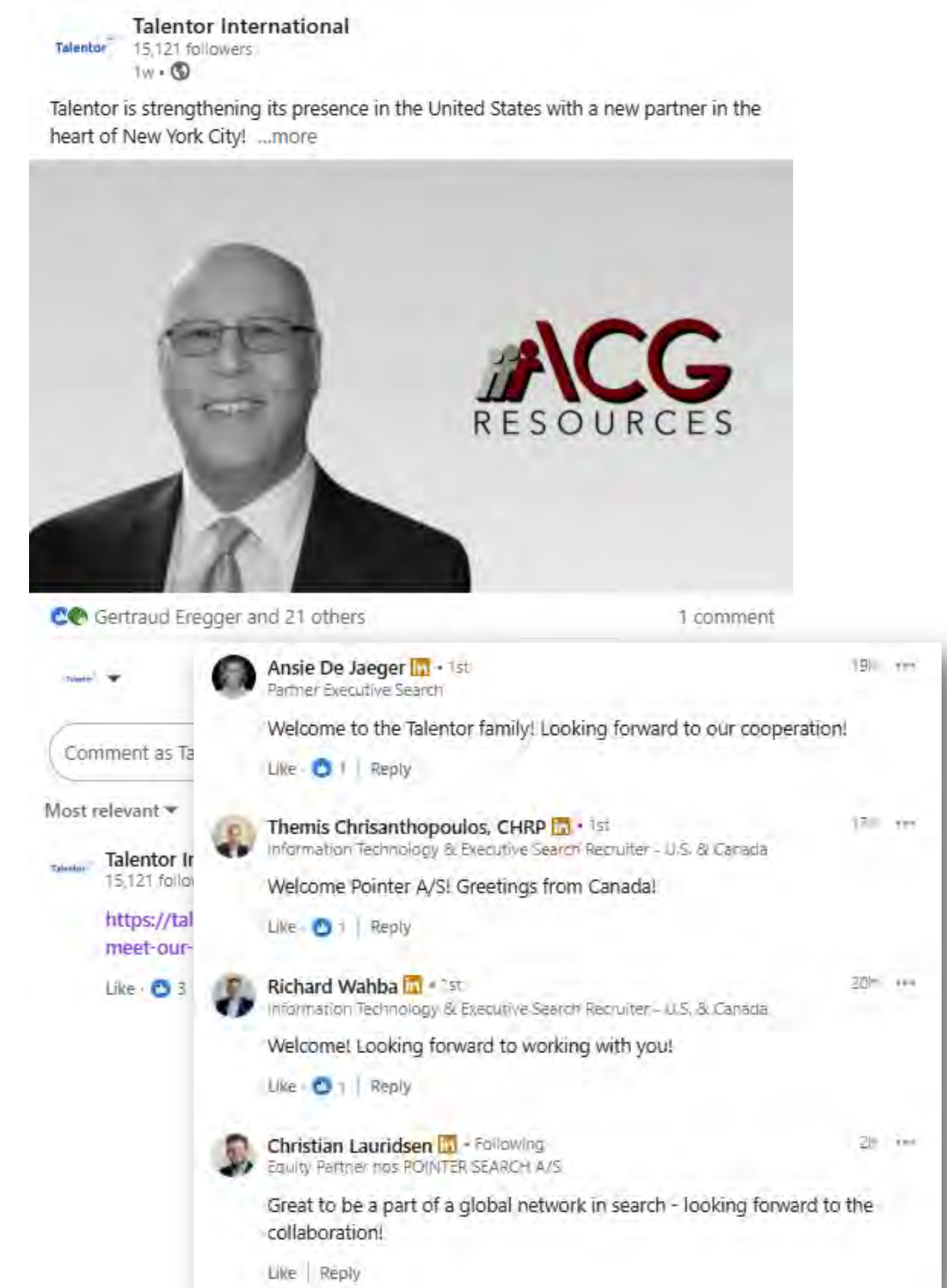
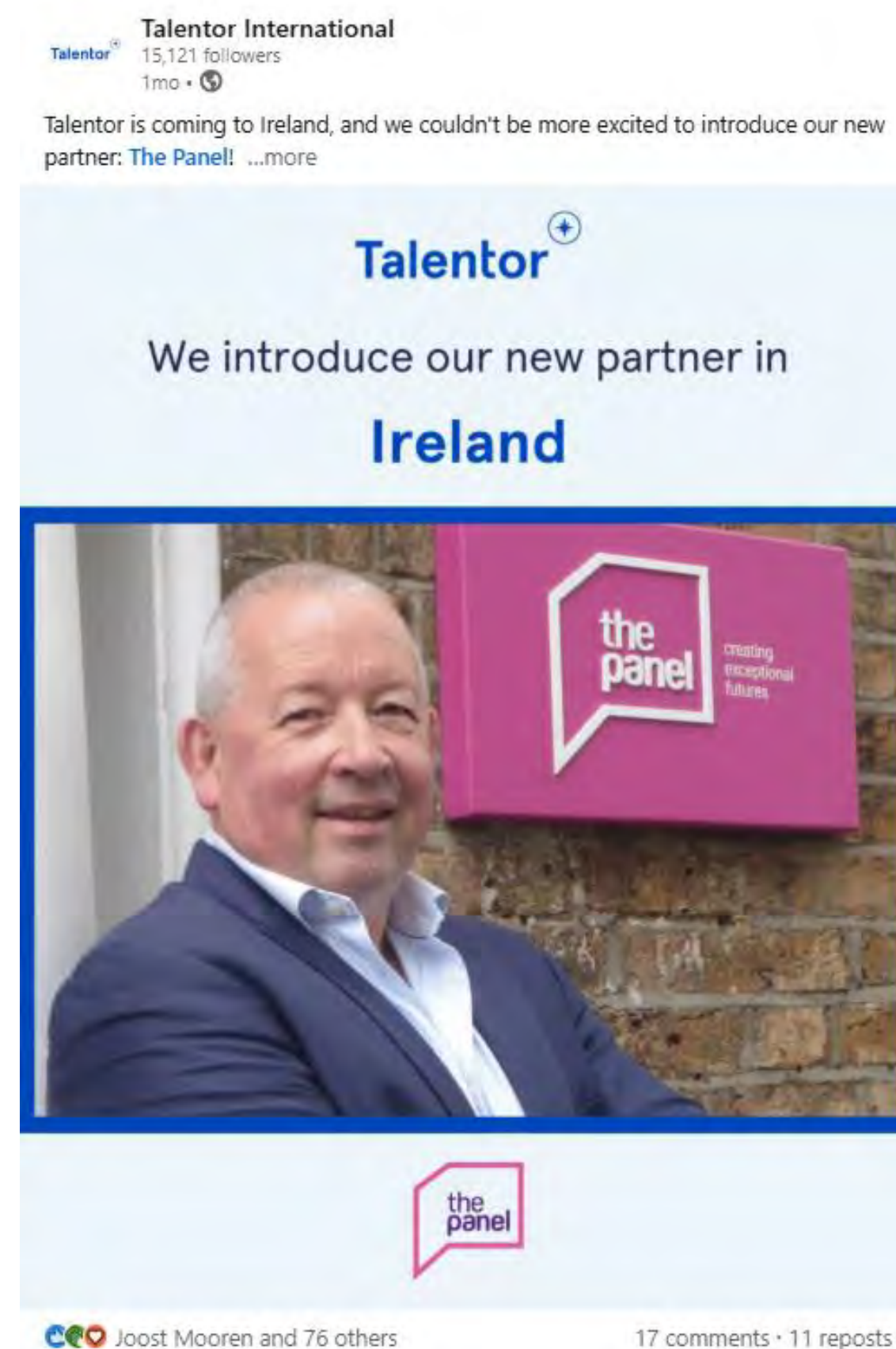
What a marketing onboarding covers?

- Intranet walkthrough
- Co-branding & brand care (how the Talentor brand sits alongside the partners)
- Leveraging the partnership (how to make your membership visible in your market)
- Ongoing marketing support (email signatures and banners, LinkedIn company page optimisation, website templates...)



What joining Talentor sounds like

- Every new partner gets two pieces of content: a welcome post and an introduction article.
- **26,733 impressions** generated for 6 new partners in 2026
≈ **4,450 impressions** per partner, in their first weeks in the network



Benefit from our marketing services!

- Guidance, creation, or adaptation of co-branded content: If you're building something that carries both our names, talk to us.
- **White Papers Series:** A growing library on leadership, talent acquisition and recruiting. Professionally produced, ready for you to publish and distribute under your own name.
- **Talenter-branded decks,** updated and tailored to your market or need. We delivered a client proposal for Talenter China.



Where does this leave us?

