



# Diversifying the Talent Pipeline

Many companies have identified the need to source and hire diverse talent, however they lack the knowledge of how to diversify their talent pipeline. Orange Grove has created an asynchronous, action-oriented course for hiring and Human Resources professionals. Through the course, learners assess their current process, design a strategy to increase diversity in their pipeline, and create a pilot to implement their new plan.

## Our Approach

Reading about diversifying talent is not the same as actively assessing and reworking a candidate pipeline. Our approach is hands-on, asking learners to dive into their data, identify the unspoken and unconscious filters defining “fit”, and examine the barriers for diverse candidates. From there, learners strategically edit a new process and pilot it to refine and adjust.

## Topics

- The Perfect Candidate
- The Job Description
- Cognitive Diversity
- Job Marketing
- Recruiting Network
- The Interview Approach
- Evaluating Candidates
- The Hiring Journey
- The Numbers Game
- Gap Analysis
- Changes & Pilots

**Attendee:** Hiring & Human Resources Professionals

**Duration:** 10+ self-paced units; 15 minutes to 1 hour per unit

**Format:** Asynchronous virtual with case studies, videos, and worksheets

**Cost:** \$499 per person

**Optional:** Add-on 1:1 & group coaching and consulting

## Value of Course

- Concepts based on theory and practice
- Approach for adding diverse candidates distilled into actionable steps
- Small-scale pilots allow for experimentation & revision before full organizational implementation
- Any number of team members can participate, either individually or as a cohort with community posting in the course

Orange Grove Consulting specializes in research-based diversity & inclusion training and organizational change, with an end goal of creating more innovative and inclusive workplaces.