



FOR IMMEDIATE RELEASE

Aligning Talent Strategy To A Company-Wide Business Strategy

SmartSearch partners with Andy Rice, Principal and Lead Strategist at Black Box Consulting for an educational presentation on best practices for aligning talent strategy with an overarching business strategy.

OCEANSIDE, CA January 9, 2017 – Advanced Personnel Systems, Inc. (APS), the makers of SmartSearch®, announces the first Smart Practices webinar of 2017 in its series for recruiters, staffing and human resources professionals. On Thursday, February 16, 2017 at 9am PST / Noon EST, featured guest speaker, Andy Rice, Principal and Lead Strategist at Black Box Consulting will discuss best practices for how and why companies should align their human capital strategy with their organization’s greater business strategy.

This presentation is well-suited for corporate recruiting departments that want to be more strategic, and contains useful knowledge for staffing agencies that would like to be more proactive in supporting their clients. The items to be discussed include: the components of a talent strategy, the framework for an integrated talent management business approach, how to perform a talent management discipline review, how to perform talent strategy alignment and why talent acquisition can benefit from this plan.

“Talent is without a doubt a company’s most precious asset and it should be on every company’s radar. Taking a hard look into today’s business strategy and how future human capital acquisitions and internal talent programs will impact an organization’s

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ability to stay competitive and solvent are critical components for a present and future business strategy,” states Doug Coull, CEO, APS.

“Many companies develop HR and Talent Acquisition programs because their competitors have them or because they hear about them at a conference. With Talent Strategy Alignment, HR can provide their business with a strategic advantage by developing programs that are custom designed to provide the talent their business needs to meet their short- and long-term strategic objectives,” cites Andy Rice.

Webinar space is limited, with SmartSearch users given preference. [Click here](#) to register for this informative webinar.

SmartSearch® partners with subject matter experts to present Smart Practices. These informative and timely webcasts are presented as a value-added service for users of SmartSearch, and are open to members of the human resources, recruiting and staffing community.

About SmartSearch®: Since 1986, Advanced Personnel Systems, Inc., makers of SmartSearch talent acquisition and staffing management software, leads the way in the development and deployment of quality talent management and recruiting solutions. APS, Inc. has been creating applicant tracking systems to streamline sourcing, recruiting and hiring in one easy-to-use solution. We help our clients to recruit at the speed of life and stay ahead of the curve in the ever-changing recruitment landscape. For more information visit the [website](#).

About Andy Rice and Black Box Consulting: Founded in 2011 by talent process, strategy and technology expert [Andy Rice](#), Black Box Consulting is a talent management consulting firm comprised of an elite group of expert senior-level consultants with a combination of experience in both business strategy and daily operations. All of their consultants bring this combination of strategic and operational expertise to our engagements, enabling them to provide a single contact and a seamless partnership with clients through both the planning and execution of critical talent initiatives. For more information visit the [website](#).

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