



“We are more agile with the way we are working with the hiring leaders. We’ve had feedback from the hiring leaders about how the system has made their lives easier.”

Rob James
Resourcing Leader
Lion Nathan



Taleo Powers Lion Nathan’s Quest for Performance Excellence

Lion Nathan is a premium alcoholic beverages company. Established in earnest in 1923, Lion Nathan grew to become one of New Zealand’s largest companies before expanding its business across the Tasman in 1990. Today, thanks to the contributions of nearly 3,000 employees, Lion Nathan is a leading producer, marketer, and distributor of alcoholic beverages in the Australasian and international markets.

Lion Nathan strives to create and champion the most adored brands in beer, wine, spirits, and RDTs. Known for success and business integrity—and with a vision of making our world a more sociable place—Lion Nathan’s excellent reputation attracts thousands of candidates each year.

With a large volume of applicants for positions located all over Australia and New Zealand, the Sydney-based people and culture team was doubly challenged. The need to set up an automated talent management solution to handle Lion Nathan’s large and complex organization became a business imperative.

Lion Nathan’s leadership envisioned a three-way win for candidates, hiring leaders, and the human resource team. “Before we implemented Taleo, the recruiting and hiring process was paper-based and labor-intensive. Hiring leaders were frustrated and the candidate experience was not always ideal,” says Rob James, Resourcing Leader at Lion Nathan.

After evaluating the top providers of talent management solutions, Lion Nathan chose Taleo Enterprise Edition™ as the best choice for managing its dynamic business requirements. Now with Taleo, the recruiting process is automated—requisitions are quickly initiated and approved online, templates help hiring leaders create job descriptions and prequalifying questions, and open positions post to internal and external job boards with a click of a button.

Reduced Cost Per Hire with Increased Quality of Hire

Prior to Taleo, hiring leaders were flooded with resumes from all directions. There was no system for tracking resumes or for communicating with the hiring team and job candidates. Now with Taleo, once resumes are received, the hiring team is guided through an online process for candidate screening, assessment, competency testing, interviews, background checks, and the final step of rejecting or accepting a candidate. A once slow and frustrating recruiting process is now streamlined and efficient.

With the new system, the hiring team can log on to Taleo and quickly see all the information pertaining to a specific job and having access to real-time data has greatly improved the quality of their communication. “We are more agile with the way we are working with the hiring leaders. We’ve had feedback from the hiring leaders about how the system has made their lives easier,” says James. Lion Nathan can also be assured that all candidates are acknowledged throughout the process with automated email responses.

Additional advantages of the new system are the candidate ranking function and the growing candidate database. “We’ve been more targeted in our searches—the caliber of candidates we get from prescreening to hire is better because we are able to do prescreening with the ACE questions. We’ve noticed that even though the market has gotten tighter, we have not seen a decrease in quality,” says James.

Since going live with Taleo in 2005, Lion Nathan has collected thousands of resumes. Resource leaders are now able to draw on the vast store of talent in the database to fill positions. Efficiencies across the hiring organization have resulted in significant time and cost savings. The time to fill a position has decreased from approximately ten weeks to six weeks. The cost per hire has decreased by an astounding 50 percent.

Expanding Scope Adds Value to In-House Graduate Programme

Once the contract was signed, Lion Nathan started the process of change management by rolling out the concept to various business units throughout the organization. Although the implementation took just under two months to complete, Lion Nathan initiated a late-stage change to their initial scope and added an assessment system to be integrated with Taleo for their in-house Graduate Programme in New Zealand. The Programme gives career development opportunities to individuals who progress over two years into three or four different positions within the company.

With many hundreds and sometimes thousands of applicants annually and lacking a graduate recruitment team manager and other resources, Lion Nathan recognized the need to streamline processes in the Graduate Programme to achieve their business goals with less personnel. Taleo Passport™ was the key to accomplishing this mission. Taleo Passport integrates external certified service providers with the talent management solution to provide seamless access to on demand services such as background checks, assessment tests, and more.

From the Taleo network of certified providers, Lion Nathan partnered with PreVisor to provide assessments that would preselect applicants. Lion Nathan identified competencies they sought in their graduate candidates and PreVisor collaborated with them to design relevant screening and selection assessments.

Applicants now go through a 20-minute online questionnaire, which provides assessments to identify the best-suited candidates for the Programme. Based on these rankings, the resourcing team then decide which candidates move to the next stage of the application process. Not only does this partnership save Lion Nathan time and resources, but it also ensures accurate, consistent, and reliable results that identify the caliber of candidates they require.

Ease of Implementation and Integration

One of the major advantages of using Taleo's integration framework is the speed and ease in getting up and running. With a very tight timeframe of only two months, Lion Nathan was very positive about their experience. "Taleo aligned well with our culture. They came in, were part of the team, and provided thorough training. Although there were lots of new systems and technology to take on in a short timeframe, we certainly had the support from the Taleo team," says James.

Focusing on New Strategies to Improve Performance

With the first part of their technology vision behind them, Lion Nathan looks forward to new ways to exploit the power of the Taleo solution. In addition to building the candidate pool, they have started implementing workforce planning models to identify resources needed for the next year and beyond—striving to be proactive rather than reactive. "Taleo has been great in helping us move from administrative tasks to online, seamless recruiting for all hiring leaders and candidates. With online recruiting, we move more quickly from initial attraction to hire. Candidates get an offer from Lion Nathan before other competitors can get their offers out," says James. "Now that the resourcing team is freed up, we can take it to next level and be more strategic in our recruiting."

Not only has Taleo helped Lion Nathan rapidly attract and hire quality employees faster than their competition, but it has also allowed them the time to expand into areas of business not previously possible. "Our resource team has taken on joint ventures and we are managing much more than we were before with the same amount of resources," says James. Powered by Taleo technology, Lion Nathan continues to strive for excellence within the company and in the international marketplace.

WORLDWIDE OFFICES

NORTH AMERICA

SAN FRANCISCO — HEADQUARTERS

4140 Dublin Boulevard
Suite 400
Dublin, CA 94568, United States
Tel.: 925.452.3000
Fax: 925.452.3001

NEW YORK

1010 Northern Boulevard, Suite 328
Great Neck, NY 11021, United States
Tel.: 516.301.2121

CHICAGO

One Energy Center
40 Shuman Boulevard
Naperville, IL 60563, United States
Tel.: 630.983.9609
Fax: 630.983.9509

QUÉBEC

R&D Facility
330, rue St-Vallier Est, Bureau 400
Québec (Québec) G1K 9C5, Canada
Tel.: 418.524.5665
Fax: 418.524.8899

TORONTO

1235 Bay Street, Suite 1000
Toronto (Ontario) M5R 3K4, Canada
Tel.: 416.646.1680
Fax: 416.646.1688

EUROPE

WINDSOR

Gainsborough House
59-60 Thames Street
Windsor
Berkshire SL4 1TX
United Kingdom
Tel.: +44 (0) 1753 272170
Fax: +44 (0) 1753 272171

PARIS

19, Boulevard Maeshesherbes
75008 Paris
France
Tel.: +33(0) 1 55.27.36.62
Fax: +33(0) 1 55.27.37.00

AMSTERDAM

Poortgebouw
Beech Avenue 54 - 80
1119 PW Schiphol - Rijk
The Netherlands
Tel.: +31 (0)20 658.6699
Fax: +31 (0)20 658.6111

ASIA PACIFIC

SYDNEY

Level 12, 1 Pacific Highway
PO Box 639, North Sydney
NSW 2059
Australia
Tel.: +612.9959.1034
Fax: +612.9959.3003

MELBOURNE

Level 3, IBM Towers
60 City Road
Southbank VIC 3006
Australia
Tel.: +613.9626.2413
Fax: +613.9626.2455

SINGAPORE

90 Cecil Street #14-03
Singapore 069531
Tel.: +65.6323.4007
Fax: +65.6323.4009



CONTACT

www.taleo.com – info@taleo.com
1.888.836.3669 – U.S.
1.888.922.5665 – International
1.888.561.5665 – Customer Service

ABOUT TALEO

Leading organizations worldwide use Taleo on demand talent management solutions to assess, acquire, develop, and align their workforce for improved business performance.

Copyright © 2007 Taleo Corporation. All rights reserved. No portion of this document may be reproduced in any form without the prior written permission of Taleo Corporation.

Taleo and all Taleo product and service names mentioned herein are trademarks or registered trademarks of Taleo in the United States, France, The Netherlands, U.K., Canada, Australia, and several other countries. All other product and company names mentioned herein may be the trademarks of their respective owners.