Our distinguished panel discussion explored the primary challenges and new solutions facing today's talent market. Through the prism of data analytics and people science, we discussed factors such as fit-to-role, fit-to-culture, and fit-to-lifestyle, issues that are shaping the current job market as well as disrupting hiring and retention processes.

Panel Members: Evan Anger - Senior Vice President, Recruiting at Two Sigma
Russell Farhang - Head of Talent at PDT Partners
Glen Vilim - President of GV Trusted Partners, former head of the Capital Markets Practice at McLagan

Moderator: Richard Stein - Group Chief Growth Officer and Head of OGiQ

5 Key Takeaways

1. Since data is inherently imperfect, it is more important to have the right people to interpret the data and understand which metrics have the potential to provide actionable insights.

2. Collect as much information as possible, early and often, and not only from your own employees, but also from candidates.

3. Valued characteristics such as mental grit and drive are difficult to determine from available psychometric testing.

4. Be creative and develop incentives beyond annual bonuses. Participate in events and charities that affirm firm culture and resonate with employees.

5. Data analytics can help identify employees' hard and soft characteristics, but it can also create blind spots. By building frameworks that allow for random variables or that identify candidates with unique or outstanding accomplishments, firms can improve diversity while maintaining their own cultures.

Questions, comments, suggestions? Contact: research@optionsgroup.com
For more information, check out our website at www.optionsgroup.com