THE METHOD

CASE STUDY: TALENT RECRUITMENT PERFORMANCE

CLIENT / CONTEXT

A large organisation competing for experienced hires. Leaders across different departments were involved in high-stakes selection and recruitment conversations.

THE CHALLENGE

The organisation was seeing uneven hiring outcomes — some departments converted strong candidates successfully, while others saw hesitation and late-stage drop-off. The difference wasn't role content or compensation, but how the organisation showed up in the moments candidates were deciding whether to join.

THE SOLUTION

THE METHOD worked with hiring leaders to help them take control of their personal impact in selection moments — performing deliberately under pressure and communicating with confidence when engaging high-value candidates.

PERFORMANCE PROGRAMME

THE TOOLKITS:

- THE HIGH PERFORMING SELF
- THE IMPACTFUL COMMUNICATOR

Two 180-minute TOOLKITS developed participants' ability to embody their best professional self and communicate with greater confidence and conviction.

THE STUDIO:

- REHEARSAL LAB
- PERFORMANCE COACHING

Two180-minute experiences enabled participants to practise and refine their performance through challenging rehearsal, directive coaching and feedback and prepare for specific upcoming professional situations.

BUSINESS RESULTS

34% increase in offer acceptance rates

Offer acceptance rates increased by **34% across departments involved in the programme.**

Clients also reported less candidate hesitation, stronger momentum in recruitment conversations and greater clarity around offer decisions. Differences between teams also narrowed as hiring interactions became more consistent.

PROFESSIONAL PERFORMANCE



reported greater confidence influencing top candidates to accept an offer.



believed they could represent the organisation with greater credibility throughout the recruitment process.



reported creating more authentic and engaging recruitment conversations.

"What might have seemed like simple things changed how we came across in interviews, which changed how candidates responded."

Talent Acquisition Director