

SGA Talent Helping Insurance Industry Clients Stay Ahead of the Game



SGA Talent - We Know the Players

SGA Talent Insurance Experience – We Know the Players

As many already know, the insurance industry could be facing an even greater challenge than just an overall talent crunch every industry is experiencing. According to a study conducted by McKinsey & Company the insurance industry could lose up to 25% of its professionals this year putting a significant strain on recruiting objectives and goals.

Since 1999 SGA Talent has been identifying, mapping, profiling and recruiting key players for our insurance clients. Many of our assignments have been specific to understanding key players, tracking, connecting and networking with professionals having specific talents and skill sets. Over the years our goal has been to strategically help each client, one by one meeting each of their talent objectives with data as their backdrop. Assisting with current roles or reviewing and understanding potential future gaps, we were there right by their side.

Whether SGA Talent assists our insurance clients with just one role, multiple roles or succession planning projects, we make it our business to get the job done quickly, efficiently and cost effectively. We can because we know where the talent is, how to identify the right talent and present only those who meet the exact requirements our clients requested. As for succession planning we make it our job to stay informed and up to date as it relates to talent residing at our clients' competitors. We keep our focus on each client's needs in this ever changing, evolving, industry. From leaders to the supporting cast, our experience in the insurance industry and its talent continues to grow stronger each day.

We look forward to helping you too. Feel free to [click here](#) for a succession planning study we recently launched:

Clients include: [MetLife](#), [New York Life](#), [Horace Mann](#), [Guardian](#), XL Catlin, [Aetna](#) and [AIG](#).

Contact us today to learn more (518) 843-461

It's not who you know but who SGA Talent knows & the Insurance industry is what we know well.

- Recruitment Research
- Talent Mapping
- Profiling

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SGA Talent's core competencies and experience in the insurance industry allows us to successfully help our clients stay ahead of the talent game. Our history of identifying, mapping, profiling and comparing talent has provided us with deep industry knowledge that is second to none. Overall our innate understanding of this industry, the talent and market trends is why we have achieved such recognition as industry experts.

We realize the importance of having access to talent pool of potential candidates who are not always found on the internet. We go beyond social networks to ensure the talent pools is accurate, deep and specific to match the needs of each client. The strong talent pools that are sourced are not only used to recruit from but as a Invaluable resource used when making the right hiring decisions.

Our deliverables consist of contact information to include company name, contact name, title, telephone number(s), email(s) and public profiles when available.

Recruiting

On-Demand
Flat Fee

Much of our experience in the insurance industry has been very focused from recruiting specific talent, teams of talent and opportunity hiring

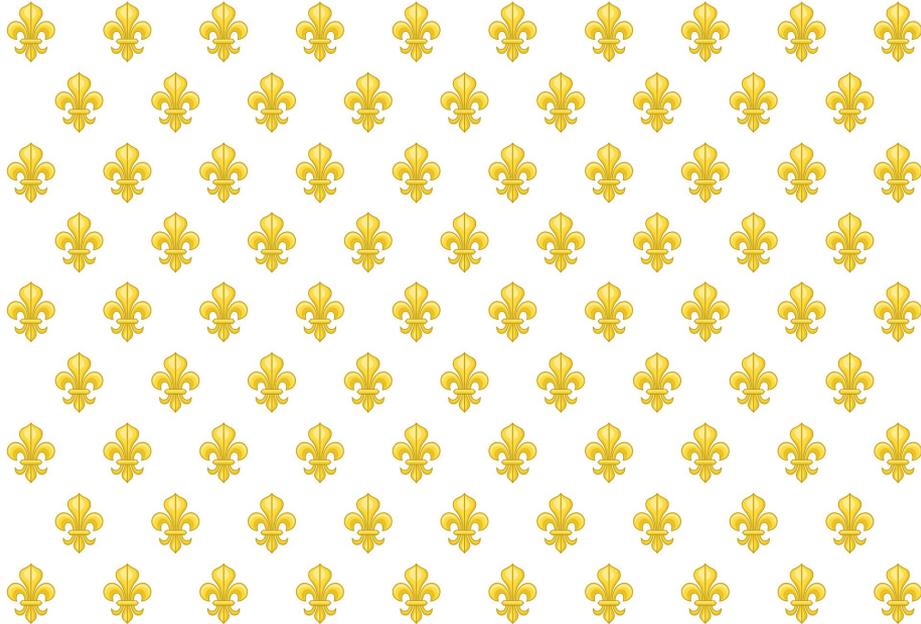
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SGA Talent's Experience and dedication to our deep industry knowledge is why we continue to be successful in this space.

For those who recruit in the insurance industry it is understood that proactive recruiting and having access to robust talent pools are a must. Recruiting these highly sought after professionals with specific skill sets requires numerous telephone calls, emails, text messages and inmails and building strong networks for long-term success. SGA Talent has done this and continues to build upon our past recruitment research and recruiting efforts. We pride ourselves in our ability to cultivate strong relationships with both candidates and clients that goes beyond just recruiting.

Our recruiting offerings in this space is always customized to meet our clients needs. By providing us with your specific hiring goals, timing and process we are able to create a specific recruiting option that best fits your needs.

Succession Planning



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Many believe talent management and succession planning should be integrated, not two separate sets of processes. This is not always the case and with this said, depending upon our client's approach we are called upon for talent management projects and/or succession planning. In either case, our role is to completely understand the talent at each competitor and companies of interest. From organization chart mapping, to diversity and profiles, our role is to know who the talent is and how they compare to their peers.

As with any of the services SGA Talent has our clients drive the process in providing the objectives and deliverables.

Flat fees for these types of projects are recommended.

From C-Suite to Individual Contributor - SGA Talent is Your Proven Recruitment Research & Recruiting Partner



- Corporate Vice President, Business Strategy & Analytics
- Corporate Vice President, Business Intelligence and Reporting
- Digital Media Specialist
- Vice President Digital Strategy
- Director of Claims Operations
- Corporate Counsel
- Senior Financial Analyst
- Investment Associate Private Equity
- Underwriting Managers & Underwriters
- Portfolio Management
- Regional Sales Employee Benefits
- Human Resources Business Partner
- Risk & Actuarial Roles

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SGA Talent Helps Client Quickly Identify & Recruit the Exact Talent They Need to Build Better Organizations

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Flat fees are often arranged for senior level roles, well below the competition. Flat fees are often used for succession planning projects as well.

SGA Talent's **costs per hire** are well below the industry norm. On average between 5-10 % of a hires base salary.

Our talent pools in this space are often **double the size** and more robust compared to talent pools created just by using social media tools. The cost of building a strong robust talent pool is much less than one might think. Pricing is typically by the hour and customized packages are always available.
