



# Intelligent AI-Powered Talent Optimization:

Transforming Workforce Strategy  
for a Healthcare Leader

## The Challenge: Future-Proofing Talent Acquisition

A U.S.-based digital transformation solutions company specializing in healthcare needed to modernize and streamline its talent supply chain across multiple global locations. With increasing competition for top-tier tech talent, the client sought a data-driven, AI-powered workforce strategy to:



### Enhance

workforce scalability and agility.



### Optimize

talent acquisition costs and time-to-hire.



### Improve

demand forecasting and internal talent redeployment.



### Increase

hiring quality through automation and analytics.

## The AI-Enabled Workforce Solution

Galent designed a comprehensive AI-driven workforce transformation model, leveraging predictive analytics, automation, and intelligent talent strategies to redefine hiring processes.

### Key Components of the Solution:



#### AI-Powered Workforce Analytics:

Conducted an in-depth audit of existing hiring processes, benchmarking against industry best practices to identify gaps and opportunities for optimization.



#### Automated Talent Acquisition:

Implemented AI-driven sourcing, automated resume screening, and intelligent candidate matching to accelerate hiring.



#### GCC in a Box

Established a structured framework for global capability center (GCC) talent strategy, ensuring seamless international hiring and workforce expansion.



#### Machine Learning-Based Demand Forecasting:

Developed predictive models to anticipate hiring needs and align talent supply with business demand.



#### AI-Augmented Internal Redeployment:

Enabled automated skill-matching for internal mobility, optimizing workforce allocation and retention.



#### Process Automation for Hiring Optimization:

Integrated AI-powered interview scheduling, chatbots for post-offer follow-ups, and predictive analytics for offer conversion rate improvement.

## The Impact: Driving Workforce Excellence at Scale

**20-25%**

**Faster Hiring**  
across India and the  
U.S., reducing  
time-to-fill critical roles.



**5-7%**

**Cost Savings**  
through an optimized,  
variabilized spend  
model, reinvesting in  
strategic hiring  
initiatives.



**Improved**

**Hiring Quality**  
with AI-driven  
candidate evaluation  
and selection.



**Reengineered**

**Workforce Strategy**  
integrating process  
automation, enhanced  
organizational structures,  
and future-ready talent  
acquisition  
methodologies.



### Client Testimonial

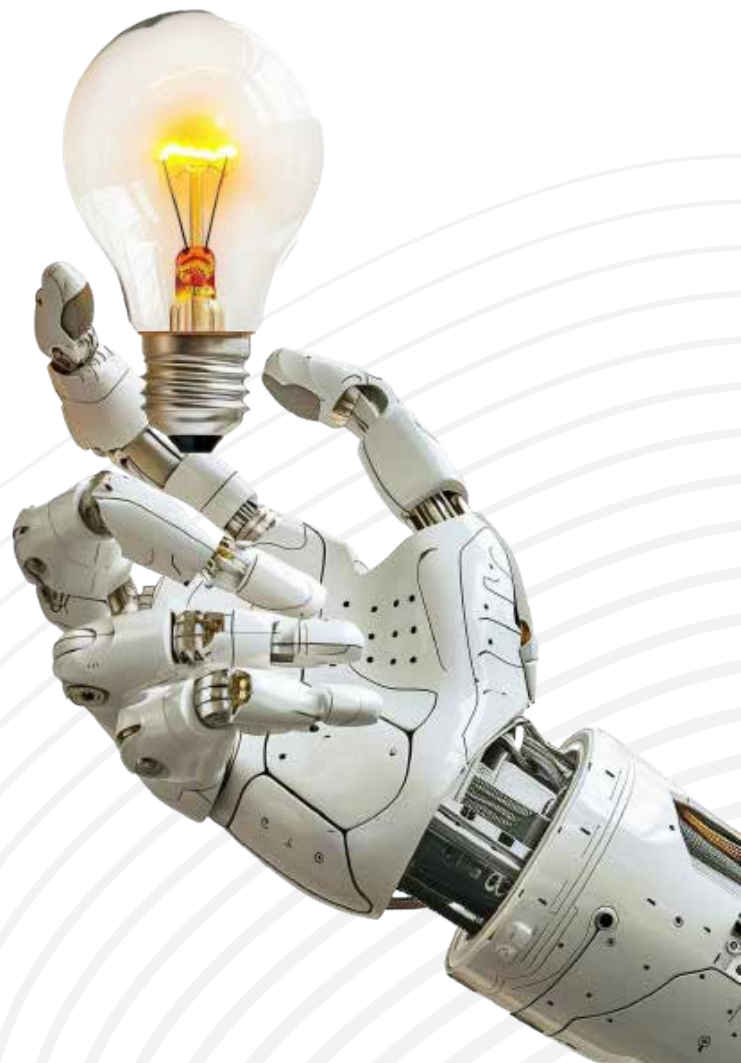
"Galent's AI-powered workforce solutions transformed our talent acquisition strategy. The automation of key hiring functions, predictive analytics, and workforce intelligence significantly enhanced our ability to attract, assess, and onboard top talent at scale. Their expertise in AI-driven workforce transformation has set a new benchmark for operational efficiency and talent agility."

## Want to Future-Proof Your Workforce with AI?

Transform your talent strategy  
for agility, efficiency, and scale.  
Talk to a Galent expert today.



**Galent**



## Partner with Galent

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Galent is an AI-native digital engineering firm that offers practical and business outcome-based services. It integrates digital engineering, workforce services, and consulting into a unified, enterprise-ready solution. See how at [www.galent.com](http://www.galent.com) or follow us [@galenthq](https://twitter.com/galenthq)

Partner with us to unlock AI's potential for your organization. Contact us at [info@galent.com](mailto:info@galent.com) or scan the QR code to connect with us directly.



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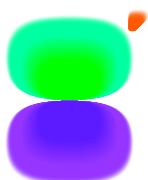
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