



# ON-DEMAND VENDOR ANALYSIS:

## How TTL helped JLL Cut to the Chase when it Came to TA Tech Vendor Selection

### The Client

JLL (NYSE: JLL) is a leading professional services firm that specializes in real estate and investment management. JLL shapes the future of real estate for a better world by using the most advanced technology to create rewarding opportunities, amazing spaces and sustainable real estate solutions for our clients, our people and our communities. JLL is a Fortune 500 company with annual revenue of \$16.6 billion in 2020, operations in over 80 countries and a global workforce of more than 92,000 as of June 30, 2021. JLL is the brand name, and a registered trademark, of Jones Lang LaSalle Incorporated.

### The Challenge

JLL is growing across all its lines of business around the world. With this growth, the business side has constantly expanding and evolving needs that require the talent acquisition (TA) team to apply innovation to take their TA function to the next level. The recruitment technology marketplace is a complex, overwhelming puzzle and making decisions on solution providers is not an easy one. The overlapping capabilities of solutions in the market today make it particularly challenging to properly evaluate all the considerations necessary to procure and implement the most suitable technology addressing the global business needs.

JLL's talent team is looking for innovative solutions to help elevate their recruiting capabilities. While JLL is extremely forward thinking and innovative, in the words of Jane Curran, JLL's Director of Talent, *"There is just too much to digest across the vendor landscape, and things change so quickly; it's impossible to keep up."*



**"With TTL there were no unnecessary demos, they helped me cut to the chase, and I was quickly connected to the vendor companies that actually fit our needs the best."**



**JANE CURRAN**

*Director of Talent, JLL*

## The Solution:

JLL entered into a true partnership with TTL and saw them as resident experts on TA Tech to guide them in the right direction. JLL joined Talent Tech Labs' TA Advisory program, a subscription that gives clients access to Talent Tech Labs' entire body of product research, market analysis and industry best practices across all of the solutions in the recruiting continuum. The program allows JLL to have self-served, unlimited access to TTL's proprietary online portal of TA research along with access to analysts who deeply understand the vendors and solution providers across the segment. The program also provides membership to the Executive Forum, a peer network of client companies where leaders collaborate, network and share experiences with like-minded executives of other member companies. JLL regularly takes advantage of analyst sessions to better understand how TA technology solutions could be applied to their unique use cases, challenges, and priorities.

TTL's membership provides proactive advice on emerging technology trends, sheds light on future market developments, and helps plan with a greater degree of certainty. TTL's support allows clients to be the best informed buyers they can possibly be. The on-demand guidance is available to help save client companies countless hours that could be wasted on non-conclusive vendor demos.

## The Result:

Through TTL's partnership, JLL saved hundreds of hours in vendor interactions and provided confidence to their planning and technology selections. **In just a 5-month period, TTL provided prompt inputs to JLL's pressing, specific business challenges.**

### BELOW ARE TTL'S RECOMMENDATIONS TO JLL'S URGENT NEEDS:



**Scheduling Tool Inquiry:** JLL needed to rapidly locate a scheduling tool that would work with their Workday recruiting module. TTL provided 2 recommendations that JLL was able to quickly consider and chose one within weeks.

**Outcome: Avoided at least 2 months of costly vendor solicitation and evaluation time.**



**Social Search Tool:** Social Search tool that works in China with WeChat.

**Outcome: The request-to-selection time was 4 weeks.**



**Matching System:** In their India location, JLL had too many applicants to sort through, and it was impossible to find the best match in a sea of candidates.

**Outcome: Within 2 weeks, TTL addressed the request for a solid matching system to sift through their high volume of applicants.**



**CRM Evaluation:** TTL provided side-by-side comparison of the incumbent CRM with alternatives that might improve sourcing outcomes across all 3 global regions. The time from initial request to final vendor determination was 6 weeks.

**Outcome: TTL's effort avoided JLL running sequential regional requirements comparisons, and netted out the CRM choices to allow JLL's global team to reach consensus in just 2 days once presented with the alternatives. This saved JLL at least 4 months and over \$50,000.**

Through a long-term partnership, TTL is a trusted advisor to JLL, providing keen insight of the solutions market today and far reaching predictive analysis into the future state of TA technology.

**To learn more about partnering with TTL, visit [www.talenttechlabs.com/become-client](http://www.talenttechlabs.com/become-client)**