

## **DRAKE INTERNATIONAL ACQUIRES VERTICAL TALENT**

**WEDNESDAY, October 22, 2008**

Global HR services organisation, Drake International has today announced the acquisition of Melbourne based business, Vertical Talent. The acquisition adds a highly prized client and candidate database and some powerful technology to Drake's already comprehensive HR, Talent Management and Recruitment offering.

The acquisition represents an opportunity for both organisations to expand specialist recruitment and HR services nationally and globally by fully leveraging new solutions and technologies across Drake's global infrastructure.

Since establishing four years ago to specialise in the recruitment of procurement, supply, wealth management, financial lending and analysis professionals, Vertical Talent founders Paul Burley and Antonia Macrides have found fast favour in the business community. A strong reputation, an excellent candidate network and unique talent management technology, named Actualizer, make the acquisition a great fit for Drake International, according to its Chairman, Mr. Bill Pollock.

"Vertical Talent is the most trusted name in Procurement and Supply Recruitment in Australia. The addition of Vertical Talent's capabilities to Drake Australia provides Drake with presence in an important strategic market. Vertical Talent has developed the largest and most qualified procurement candidate network in Australia," said Mr. Pollock. "Drake's philosophy is to help organizations better manage their human capital through attracting, retaining and developing their employees' careers. To this end, Drake has developed numerous technologies and capabilities. The acquisition of Vertical Talent's Actualizer technology provides an important element in Drake's suite of talent management products and services, and means we can now penetrate a previously untapped strategic market with a powerful new offering".

Actualizer is at the forefront of employee capability and talent management frameworks. Operating as a skills repository it helps employers to quickly develop a database of in-house skills and competencies, and gain greater visibility of the incumbent skills available in the business. More rapidly understanding the goals, aspirations and talents of staff allows for closer management of career satisfaction, leading to improved retention rates.

Utilising a user-friendly, web browser interface, Actualizer helps overcome the challenge of identifying whether the talent, knowledge and skills needed to perform tasks and projects already exist within the employee talent pool. This means businesses can avoid unnecessarily engaging additional staff or contractors; increase project velocity and at the same time dramatically reduce staff turnover rates resulting in a lower total cost of human capital, according to Vertical Talent's Paul Burley.

"Actualizer helps employers better utilise the unique attributes and skills every employee possesses and this in turn means employees gain a more enriching and empowering employment experience. The net result is greater staff engagement and satisfaction, greater productivity and a reduction in the number of staff that leave because they feel disengaged or under utilised in their role", said Mr. Burley.

Mr. Pollock is well known for his prudent investments in emerging technologies and Drake International has developed a broad range of proprietary systems, licensed software applications and associated services that help organisations better manage their human capital and deliver Human Capital Performance Improvements.

Drake's unique suite of innovative HR and Business solutions can be customised to generate Exponential Impact by improving performance, productivity, recruitment, retention, organizational culture, leadership, and customer satisfaction for its clients.

► end

## About Drake International

Drake International is a global HR Services company and a leader in sustainable HR practice and talent management.

Established in Canada in 1951, Drake's business philosophy has stayed true since inception – 'organisations achieve the highest level of performance when they are staffed with the right people, working with the right skills, knowledge and behaviours, using the best processes and technology-driven solutions.'

One of a highly select number of global organisations providing a network of services so comprehensive it adds value across the entire HR function, Drake's portfolio of offerings include:

- Permanent and flexible recruitment
- Retention strategies and consulting
- Psychometric, behavioural and skill assessments
- Top performer profiling
- Team Building
- Training and development courses
- Six Sigma
- Employee assistance programs
- OH&S training and consulting
- Performance management solutions
- Succession planning
- Knowledge management systems
- Call Centre & Payroll Outsourcing
- Executive Coaching

For over 50 years Drake has grown to span numerous borders, industries and professions. With 25 metropolitan and regional offices across Australia, as well as New Zealand, Singapore, the Philippines, China, South Africa, Monaco, the United Kingdom, Canada and the United States, Drake is positioned to help you manage your greatest asset – your people.

## Media enquiries:

Alex Haritou  
General Manager, Marketing & Communication

Drake  
Corporate Marketing  
Level 40, 55 Collins St  
Melbourne, VIC, 3000

Phone: (03) 9245 0280  
Fax: (03) 9245 0231  
Mobile: 0409 143 807  
[www.drakeintl.com](http://www.drakeintl.com)

Interview opportunities and images of Drake spokespeople are available on request.