

Case study:

Staffing and Professional Services



Roles Hiring For: Human Resources, Administrative, Accounting, Real Estate

About Delta Dallas

Delta Dallas is a boutique staffing firm that specializes in administration, HR, real estate, accounting, and finance. As the company has evolved, so have the number of services they offer. Initially starting as a sourcing firm, Delta Dallas has since expanded to include services such as training programs, analysis evaluation, and executive placements. The firm strives to create ideal matches for not only the company but also the candidate. These values help fulfill their vision to create mutually beneficial partnerships that will be long term. With more than three decades of successful matching in the industry, Delta Dallas has worked to fill the needs of startups, Fortune 500s, and every level of business in between.

The Problem

The main problem that Delta Dallas was looking to solve was increasing connectivity with potential candidates. The firm recognized that every minute is valuable and that by automating steps in their recruitment process, they would be able to save time for both recruiters and candidates.

XOR's Solution

Delta Dallas chose to implement XOR to help improve their candidate experience. By adding a readily available chatbot to their toolkit, the firm can communicate with their candidates even during peak job searching hours such as lunch breaks, nights, and weekends. This has helped eliminate phone tag and follow-ups, allowing recruiters to focus on other tasks like focusing on human points of contact.

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The end game was to see more people, meet more people, and have a smooth experience for the candidate.

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Kim Follis
President of Delta Dallas

Delta Dallas Results

The ultimate goal for Delta Dallas is to have a smooth experience where the company can see a larger volume of candidates. Implementing XOR into their staffing strategy has allowed the firm to vet and respond to any applicants quickly.

XOR helped Delta Dallas:

- ✓ Be readily available to clients 24/7
- ✓ Vet candidates before moving forward
- ✓ Create a smooth recruiting experience

By automating their vetting process, the company can see if a candidate is a quality fit without wasting the time of either the applicant or any recruiting staff. This tool has allowed Delta Dallas to connect with more high-valued candidates much more efficiently.

Why XOR?

“Strategically, we don’t want people to be limited to applying through just a job kiosk. Sometimes you need time to think, or just want to respond later when relaxed with a cup of coffee - that’s why we knew implementing a chatbot of XOR’s caliber was necessary.”

It is worth noting that IKEA HR specialists can now post a job opening link to the chatbot and in their social networks, which will give another channel for the influx of candidates without additional costs. XOR centralizes the different threads of application sources into one easy-to-access system.

In the near future, this will help to thoroughly combine search and selection in one system so that recruiters can easily source candidates for all available vacancies simultaneously.

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I would highly recommend XOR bot. It has been able to help Delta Dallas meet the needs of our clients and our candidates more quickly.

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Kim Follis
President of Delta Dallas

