

The Talent Labs is the premier global membership organisation dedicated to talent excellence. Originally started as a LinkedIn networking group by forward-thinking talent practitioner Emma Mirrington in 2007, known previously as The Firm (Forum for In-house Recruitment Managers), we have evolved to support over 4500 talent professionals in 67 countries in navigating the complexities of today's talent landscape. Our mission is to help unlock an organisation's ability to recruit and retain talent.

With over 60 years of combined experience in recruitment, talent management, and talent development, our team offers a blend of practitioner-led services, data-driven insights, time-saving resources and toolkits, and a supportive and approachable team of talent partners. We operate three specialised Labs that help clients achieve recruiting excellence, design effective talent strategies and build skills and capabilities for current and future success.

Our approach is holistic, offering vital support for people leaders and delivery specialists, at every stage of the employee lifecycle, from recruitment through to ongoing development and retention. Our community is designed to foster collaboration and innovation, enabling talent professionals to connect, share and experiment within a safe and inclusive environment.

As a trusted partner to professionals ranging from individual practitioners to large corporate talent teams, The Talent Labs is dedicated to empowering professionals and organisations, by providing expertise, actionable insights and a supportive network to help navigate the ever-evolving world of talent. If you have any other stats/milestone dates/member organisation names please add.

## Company Timeline

- 2007 – Founder Emma Mirrington creates the LinkedIn Group –The Forum for In-House Recruiters.
- 2008 – The Firm hosts its first in-person event.
- 2009 – The Firm Ltd established as a company
- 2011 – Launch of the Annual Membership Survey, offering high-level strategic insight across the industry
- 2013 – The Firm Awards are launched to celebrate and recognise the very best of in-house recruitment.
- 2015 – Emma Mirrington leaves Mars Inc. to focus on The Firm full-time.
- 2021 – Training and Consultancy services launched.
- 2024 – The Firm becomes The Talent Labs, supporting talent professionals across the full employee lifecycle.