Improve Your Recruiting Process

Acquiring top talent is difficult and yet so crucial to your business' success. Technology has advanced the recruitment process and coupled with an element of human interaction, better candidates can be secured.

Today, there is an abundance of technological recruiting and assessment options. However, companies are not able to measure the long-term impact of these hiring advances as well as you would think. They struggle to pinpoint the real impact of quality hires and how long they stay.

Hiring managers expect more out of their candidates, especially after they've been given assessments and the tools necessary to reveal whether they are the right person for the position. They want to enhance the process in order to attract and then secure better employees.

Acquisitions are important, time-consuming, and potentially costly during the recruitment process. Ever wonder how this process could improve?

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EXECUTION: THE DISCIPLINE OF GETTING THINGS DONE

By Larry Bossidy and Ram Charan

This updated book provides insight on how to execute strategy – filling the gap between what an organization's leaders want to achieve and the ability of their organization to achieve it.

Exceptional Leaders Keep Things On Course

Exceptional leaders chart the course to a successful future. They also check to make sure that things are going according to plan and make mid-course corrections when and where needed. They know that assuming that everything is going ok can lead to lots of trouble.
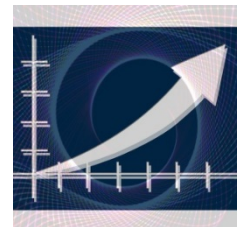
Exceptional leaders set up systems to ensure that they are kept in the loop as things progress. This could include reports from others, in writing, personally or in meetings. It could include "management by walking around" to see how things are going.

They set up communication loops so that they are notified immediately when things are off plan. They ask questions. They hold others accountable. They reinforce expectations where needed. They bring in additional resources. They re-think things and take new approaches. They demonstrate a commitment to being successful.

Thought Provoker:

- Have you declared a future for yourself and others?
- Do you have a system to ensure that things are going according to plan?
- Do you direct and re-direct others when things are breaking down and not proceeding as you expect?

One Minute Ideas

Volunteerism

Need Volunteers?
Want to Donate Your Time?

Check out these great online services that connect causes in need with individuals willing to volunteer.

Organizations can find volunteers, and individuals can find the perfect cause in need of their help. There are thousands of volunteer opportunities posted every day.

VolunteerMatch.org
Where volunteering begins

idealist

YSA Youth Changing the World
YOUTH SERVICE AMERICA

"No one has ever become poor by giving."
~ Anne Frank

Talent Trust

Our goal is to collaborate with you to understand where you and your company want to go and design the best way to get you there. We help our clients select and develop high performing talent.

Contact Talent Trust when you want to make sure you are hiring the right person, your team needs to communicate better or you need to develop leadership skills and clarify goals for the future. Talent Trust also helps individuals prepare for what's next for them. Talent Trust helps you love what you do!

For results you can count on contact Talent Trust at 513-675-2422, or KLoeffler@TalentTrust.net www.TalentTrust.net

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Continued from page one – Recruiting Process

It's a common question amongst hiring managers and HR departments. The more the system is fine-tuned the better for all involved.

A recent survey of 200 hiring managers revealed some interesting results.

1. Hiring managers said they wanted to see the recruitment process improved by their HR department.
2. They reported the desire for a more data-driven process when given the task to hire top candidates.

Recruitment Process

Larger organizations often consist of hiring managers that are frustrated by the challenges associated with recruitment. The survey revealed that they feel like HR should improve the process by utilizing different recruitment tactics.

Data-Driven Process

Hiring managers want to pursue top talent and believe the process should be data-driven. They want candidates to complete assessments and take the information gathered for consideration during the hiring process. Talent acquisition based on facts and data will ensure a better candidate and most likely a longer term employee.

Hiring managers rely on HR to set an acquisition system in place. When they don't consider best practices and stick to the old way of doing things, they hurt their team and the ability to secure the most talented candidates for open positions. Further, data is a useful tool that will enable a more well-rounded decision to be made when selecting a candidate.

Consider these things and bring them up for discussion as a team in order to create a more seamless recruitment process for your company. Working together as a team will ensure you acquire better candidates while improving employee morale and your bottom line over time. ❖

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Continued from page one – Exceptional Leaders

- Do you take responsibility for the success of an endeavor and yet hold others accountable for execution?
- Do you get things back on track?

Exceptional leaders are aware of how things are going and take appropriate action when and where needed to ensure success. ❖

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