

# Recruiting, Interviewing, Hiring and Keeping your “A” Talent



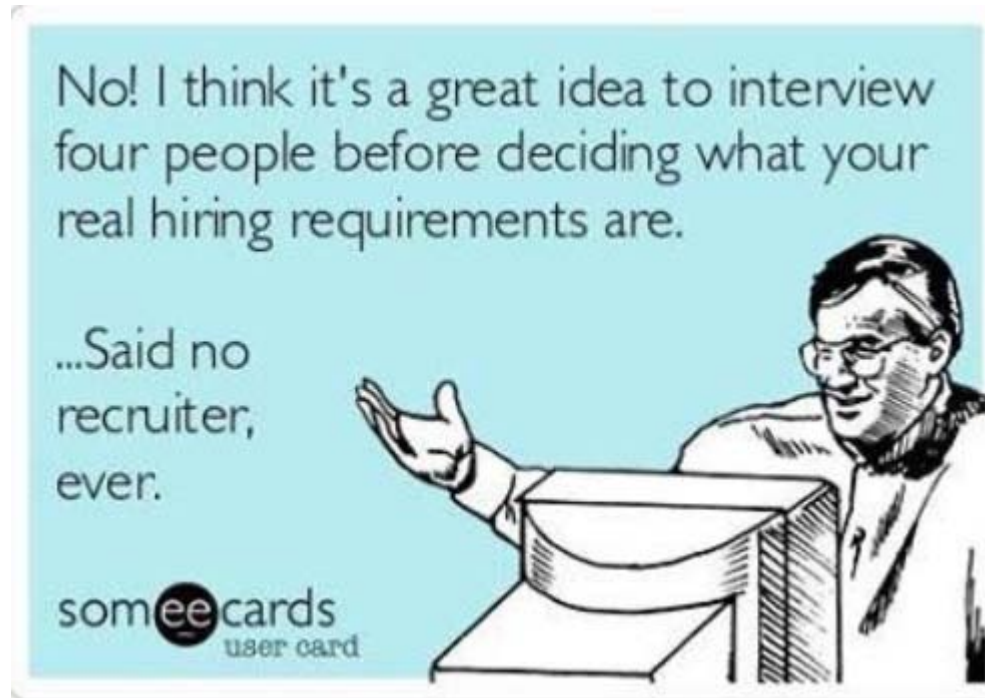
# Recruiting



# Recruiting

- ▶ LinkedIn
- ▶ Clients
- ▶ Vendors
- ▶ Community Colleges or nearby colleges
- ▶ Other Sources

# Interviewing



# Interviewing

- ▶ Understand the Job Role
- ▶ Use an application form in addition to resumes
- ▶ Multiple Interviews with multiple people
- ▶ Personality or Talent Assessments
- ▶ Reference calls

# Interviewing



# Hiring/Training

- ▶ Consistent Onboarding process
- ▶ Shadowing
- ▶ On the job training in small batches
  - ▶ Large firms or firms that work in a specialized arena

# Training





# Keeping your talent

- ▶ Mentor
- ▶ Use the Job Role to establish expectations
- ▶ “What, about what you do, energizes you?”
- ▶ Explain Firm goals and how they can contribute to them
- ▶ Procedure and Process creation- include new and staff level team members

# “A” Players!

