

SUPPORT YOUR TEAM!

10 tools to help business owners, managers and supervisors encourage innovative and passionate employees

TOOL 3 of 10

▶ JOIN OUR MONTHLY EMPLOYER SURVEY

▶ USE THIS TOOL AS A RESOURCE FOR MANAGEMENT DEVELOPMENT

Finding *the fit*

If you find yourself saying . . .

“Interviewing takes too long. I need someone right now!”

It's true, interviews do take time but that's time spent determining who will be a good fit for your company. Skip them, and you may never find what you're looking for in a candidate.

“My staff have a job to do. I can handle recruitment on my own.”

Maybe you can. But you might not be getting the best hires. Why not ask some of your top performers to suggest names of people they have seen in action?

“Formal recruitment is so stuffy. No one can be themselves.”

If that's the way you feel then find ways to give your recruitment process some personality. Ask interviewees to blog about their qualifications or set up an on-the-job role play situation and really get to know potential employees.

Consider this . . .

*Great employees tend to know other great employees. So why not ask your team for some suggestions when it comes to recruiting new employees? Put together an **Employee Referral Program** that encourages your staff to recommend their peers. Throw in a few incentives and you might be surprised at all the great talent you'll have at your finger tips.*

Meet Your #1 Recruiter!

It should be no surprise that the very first place an active job searcher will look when hunting for work is your company website.

Your website, and yes you need to have one, should be a one-stop-shop for job searcher information. It's the perfect place to showcase the personality of you organization to give prospective employees the chance to determine how they will fit in. What's more it should look like a million bucks!

The question is: what do prospective employees find when they log onto your website!?

TOOL OVERVIEW

You know your company has a great corporate culture and an even better team in place. In your opinion, prospective employees should be banging down the door to get into your workplace, right???

So why does it seem like the faces of your team are constantly changing? How come the most skilled talent you find never quite fits in? That's because while you were busy making sure prospective employees had a great skill set you forgot to evaluate how well they would integrate into the way the company runs and how the current team functions.

Don't get discouraged! This problem can be easily solved if you invest a little more time into recruiting people rather than simply skills and abilities.

YOU CAN ALWAYS TEACH AN EMPLOYEE THE **SKILLS** THEY NEED TO GET THE JOB DONE. **FIT**, ON THE OTHER HAND IS SOMETHING YOU MUST RECRUIT TO FIND.

Food for Thought

So you're not an IT whiz and you don't have one on staff. Why not hire a student or recruit a tech savvy volunteer to re-vamp your website to better attract job searchers? You get a great product while helping someone add to their resume and build their network. Looks like everyone wins!



DON'T GO IT ALONE!

SURVEY SAYS!

A 2011 survey of HR Professionals in Windsor-Essex revealed that more than 85% of respondents strongly agreed that an organization focused on finding employees with the right fit will have higher levels of productivity and job satisfaction.

Want great talent? Get LinkedIn!

“Building great teams starts with finding the right talent! LinkedIn provides a great platform for professionals to develop their brand and showcase their skills. Recruiting with LinkedIn, you will reach the right people, save your time and money by searching in the right pool, starting on the right track immediately. You will be able to see qualifications, skills, past experience and recommendations, and have the ability to research past employers before you even pick up the phone to start the interview process. By using the tools potential candidates are using, you will set yourself apart as a company that is leading edge, forward-thinking and a progressive place to work.” - Lora Crestan, *Solstice Group*

Solstice Group: www.solsticegroupcoaching.com

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