

DEVELOPING A HIGHLY EFFECTIVE RECRUITING TEAM

Can't Find "Good People"?

Many business leaders say they, 'just can't find good people' or 'it takes too long to fill openings.'

While some companies are able to fill open positions rapidly, others take months to find people. What's the difference?

Some companies inadvertently treat hiring as a reaction to an urgent need. They start with job description in hand and rush to fill the position. In reality, this can cause delays and hiring mistakes. Leading companies take a very different approach. They know effective hiring is an important core process and selecting the right people helps accelerate the attainment of their business plans. How do they accomplish this?

Use System Thinking

Highly effective recruiting is actually a system designed to find top people very quickly. It begins with a good strategy aligned to the business plan and is organized by a skilled team. The system exists to fill openings with top talent very quickly and the team follows a detailed process with measures. They know their customers, the department heads, and continually measure their performance against expectations.



Know the Rules Have Changed

A great deal has changed in the field of recruiting and what was innovative two years ago no longer works today. Too many companies remain dependent on traditional approaches and as a result take months to fill positions. They are also prone to hiring mistakes. Companies that keep pace and use contemporary strategies have the ability to fill positions, with the best people, in just a few weeks. Why? Because companies that move quickly get the first and best choices.

It's all About Your Recruiting Capability

Here are some of the key areas that separate effective hiring teams from others:

- **Planning.** Those involved in hiring utilize a longer term plan that is well aligned with their company's strategy. As positions become open, they are reviewed in terms of the company's objectives and the added value that each position can add.
- **Process.** From employer branding and social media outreach to advanced selection and validation methods, the team follows a well-established process. And that process has been designed to reduce cycle time between job advertising and offer.
- **Training.** Those who conduct interviews know what they are doing. They have been trained and utilize advanced methods for identifying top applicants and weeding out the "actors".
- **Implementation.** Strong recruiting teams are able to make commitments and live up to them. They stay on course, utilize hiring metrics, provide regular feedback and make continual course corrections.
- **Fast and effective.** The best candidates have multiple opportunities. Company leaders who delay decisions lose out. Highly effective recruiters partner with key decision makers, know how to support decisions and enable their company to move quickly and make good hires.
- **Continually Learn and Adapt.** The hiring landscape changes rapidly. Last year's top tools are less effective this year. The best recruiters stay on top of changes, learn and continually upgrade their skills.

In summary, highly effective recruiting is a system that requires proper planning, measurement and execution. The challenge occurs because recruiting systems sit on top of rapidly changing platforms. Techniques become obsolete within a couple of years and hiring slows down.

Need to improve your recruiting system?

Here are a few tips from the authors:

- **Measurement:** Remember, what gets measured gets done. Make sure your recruiting system measures speed, quality of hire, cost, new hire time to productivity, and customer satisfaction.
- **Decision making:** To speed things up and find top people fast you need to implement good decision tools, advanced screening guides and interview methods.
- **Fit:** Remember every company has similar values including teamwork, respect, service and quality. To reduce hiring mistakes make sure applicants align with your 'working culture' which includes your strategies, management style, customers' expectations etc.

Need help? We'll help you set up modern recruiting processes and teach your hiring teams how to improve the speed and quality of their hires.

Would you like a complementary assessment? [Contact us](#) to find out more about **Developing an Effective Recruiting Team**.