

Recruiting in a Post Pandemic World

SAF – September 22-23, 2021

What Do You Really Need?

Analyze the Role

- Review the skills you need.
- Revise performance expectations, if applicable.
- Assess results and outcomes.
- Determine hours, consider flexibility.
- Train for the new workforce.

In Today's Market You Must...

Review the Interview Process

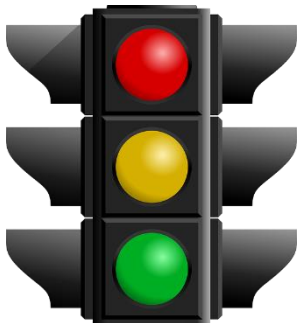
- Move quickly, candidates have multiple opportunities.
- Develop company pages and simple postings.
- Be willing to try new methods and ideas.
- Conduct interviews virtually, this technique is here to stay.
- Infuse human interaction and employee participation, all hands-on deck.

Attracting Candidates

What is Important to Candidates

- Company commitment to diversity & inclusion, communicate results and causes you support.
- A strong mission and values focus.
- Be active on social media with compelling video content.
- Flexibility, options for WFH, and the "what ifs?"
- Skill development, it is the new currency.
- Mentoring and growth opportunities.
- Gain what they lost in 2020, mentoring and \$\$.
- Ensure stability before adding headcount, provide a positive culture.

The Stoplight Process



- ✓ Rank employees based on performance and engagement.
- ✓ Mentor and acknowledge the "green employees."
- ✓ Coach the "yellow employees."
- ✓ Make a plan to deal with the employees identified as "red."

Engaging Employees

Keep Your Fingers on the Pulse

- Create a focus on internal mobility. *The movement of employees to new opportunities in the company. This includes new roles, projects, mentoring, shadowing, etc.*
- Be available, accessible, and compassionate.
- Conduct touch-base sessions – weekly, monthly, and quarterly to understand “what is going on?”

Roundtable Discussion #1 – If you could cut the time/process for interviewing by 50%, what would you do?

Roundtable Discussion #2 – If you knew your employees were being poached, what would you do?

Roundtable Discussion #3 – What types of internal mobility programs can you implement NOW?



ABOUT YOUR SPEAKER

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