



WEBINAR OVERVIEW

Key Tips for Recruiting Top Talent

September 13, 2023

INTRO/SETTING THE STAGE

- The Importance of Recruiting Top Talent

HOW TO RECRUIT FOR TOP TALENT: STRATEGIES FOR SUCCESS

- How to Actually Recruit for Top Talent
- Strategic Plan

TALENT ACQUISITION STRATEGIES AND THE RECRUITING PROCESS

- The Star Performer Profile
- The Recruiting Process

TOOLS IN THE RECRUITING PROCESS

- Resume Screening
- Websites
- Third Party Agencies
- PI (Predictive Index)
- DiSC

HRtelligence TIPS

WEBINAR OUTLINE

INTRO/SETTING THE STAGE

The Importance of Recruiting Top Talent

- Attracting top talent will give you a major competitive advantage.
- 80% of productivity/results come from your top 20%
- The top tier produces more
- HR Management – Your greatest asset is your employee population (human capital)

5 Business Benefits of Top Talent

1. Driving Innovation and Creativity

Notes: Empowering talented employees to voice innovative ideas can lead to groundbreaking solutions.

2. Improved Productivity and Efficiency

*Notes: High-performing employees are **400 times more productive** than average performers, research has found. Further, the top **1% of employees** produce 10% of the outcomes for an organization, and the top 5% create 26% of the outcomes.*

These productive employees spend less time correcting mistakes and struggling to figure out what to do. Instead, they charge forward to solve problems. They steer their teams in the right direction as well, demonstrating strong leadership. Their presence on a team can streamline processes and reduce wasted time, energy, and resources because they help everyone to channel their efforts in the right direction.

3. Enhancing Company Reputation and Brand Image

*Notes: Hiring top talent can also improve a company's image, reinforcing its **desired brand**. Customers, clients, and potential leads will see the company as a leader in its field based on the level of skill and service its employees provide. In this way, top talent can help businesses establish themselves as industry leaders.*

4. Boosting Employee Retention and Morale

Notes: Hiring and retaining top talent can greatly boost overall employee satisfaction. Why? Talented employees can inspire and motivate their colleagues. Plus, talented employees themselves tend to feel more fulfilled because they're using their full potential, actively building skills, and gaining recognition. This makes their work more engaging, and when they inspire others to do the same, everyone becomes more fulfilled.

*According to a recent Accenture survey, **four factors** most influence employees' job satisfaction:*

- Health and wellness
- A sense of trust and belonging

- *Meaningful work*
- *Opportunity to build skills*

5. Gaining a Competitive Advantage

*Notes: Ultimately, all these benefits deliver a sizable **competitive advantage**. By hiring top talent and retaining them over time, a company can stay ahead of the competition. Over the long term, strong recruitment and development practices will help a company maintain a team of all-stars that accomplishes more than its competitors.*

HOW TO RECRUIT FOR TOP TALENT: STRATEGIES FOR SUCCESS

How to Actually Recruit for Top Talent

- Job Duties
- Salary
- Benefits
- Fringe Benefits
- Workplace
- Job growth/trajectory
- Compensation Analysis

Strategic Plan

- There should be a talent acquisition strategy set before the recruiting process begins

TALENT ACQUISITION STRATEGIES AND THE RECRUITING PROCESS

The Star Performer Profile

- 3 Pillars of the Star Performer
 1. Minimum experience
 2. Talent
 3. Fit

The Recruiting Process

- Job Descriptions
- Career Pathing
- Performance Reviews
- Goals
- Advertising/Posting
- Screening
- Interview
 - Behavioral based interviews
 - Prepared questions in advance
 - Offer

- Background Checks
- Onboarding Requirements

TOOLS IN THE RECRUITING PROCESS

- Resume Screening
- Websites
- Third Party Agencies
- PI (Predictive Index)
- Personality Assessments (e.g., DiSC)