

- *This is an on-site meeting, held at your business location.*
- *A management tool and meeting overview. A discussion of improved hiring and selection practices.*
- *Allow 1 - 1.5 hrs for presentation and discussion. Participants: Your key people, supervisors, managers, HR staff and anyone else involved in the hiring process.*



PEOPLE

How You Can Hire the Best People!

1.5 hrs, your managers! We talk hiring.

"Get the right people on the bus, and the wrong people off the bus." - Jim Collins, "Good to Great."

Let's make better hiring decisions! Every manager has their way of making hiring decisions. Research shows us the six areas, and how to improve our results within each of those six. We'd like to bring this hiring system to your group and improve the quality of people who enter your organization. Here's what we'll discuss:

1. Candidate sources. Where do good candidates come from?
2. Interview process. Behavioural interviews that dig deep!
3. Reference checks, employment verification and how to dig up the truth!
4. Is there a fit? Experience, skills, education. The resume and ability to do the work.
5. Psychometric testing, whether to use it or not. Personality and motivation to do the work.
6. Culture, work family fit. How to determine if this person will fit into your workplace.

The process applies to every level, unskilled labour to management, for every industry. At some level you will tailor it for your own specific application. Predicting performance applies to new hires as well as internal moves and promotions.

How accurate are the various selection methods in use?

The accuracy of our selection tools including and comparing; flipping a coin, unstructured interview, reference checking, personality and aptitude testing, structured behavioural interviews, your current employee's opinions.

Where do the best candidates come from?

We'll look at advertising, resume banks, headhunting direct, employed, unemployed, referrals from employees, local, relocating employees, hiring experienced people, hiring junior people and training them up and more.

How to conduct a good reference check.

Past employers, business connections, personal references. How to get the most out of each information source.

How to use the behavioural interview.

An improvement over the unstructured interview, but incomplete without the next level of questioning. An interview framework to use in your organization which will improve everyone's interview capability.

Building a better hiring process for your company.
Learn how to source, interview and select better candidates.

To Reserve
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info@managing.ca
Please reserve your date.
Our Site:
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25 years of training, consulting, building management teams.

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