

The Achilles Group and Coolhires Present:

Recruiting Strategies for a Competitive Advantage

How to get more Than Your Share of The top talent

Join us for an informative presentation and Happy Hour at the **Blue Mesa Grill**
September 25th from 4:30 to 7:00

Coolhires Workshop Offer

Join us for our “Recruiting Strategies for a Competitive Advantage” Workshop and Happy Hour at the **Blue Mesa Grill** on Beltline Road and receive a free recruiting process assessment and custom onsite methodology workshop.

- RPM-CM Recruiting Process Methodology Assessment
- Coolhires Workshop for Developing a Custom Methodology

What is your biggest hurdle to meeting your goals for **growth**?

Traditionally, growth was limited by access to capital. Today, and for the foreseeable future, growth will be limited by **access to talent**. The most successful companies will be those that implement the best hiring strategies and position themselves to identify, attract, hire, and retain the best talent.

Firms with **chaotic hiring** practices are destined to land talent no better than their competition. To separate themselves from their competition, they must get more than their share of the top performers.

Other industries follow some sort of established process or methodology. Engineering, construction, software development, and even sales organizations have a blueprint that they follow that provides a consistent and repeatable approach to consistently delivering results. We believe that your hiring strategy deserves the same level of discipline.

RPM-CM is a **roadmap** as well as a measurement tool that your organization can use to drive the recruiting process and monitor your organizational progress.

To support our methodology and enhance our client communications we provide our clients with our customized candidate tracking system, **RPM-Soft**, to provide complete transparency into our work efforts. With Coolhires you won't just get a stack of resumes; you get the process, the technology, and the team.

A recruiting methodology starts with **workforce planning**. In other words, it starts before you have finalized your hiring requirements, because, let's face it, if you are hiring for last week's project, you have already lost. Reactive hiring simply forces poor hiring decisions.

Think about your **planning horizon** for your business. How far out do you project budgets, sales forecasts, product launches? Now consider your hiring plan. Do they match?



Once the workforce plan is complete, the next phase focuses on continuous recruiting and candidate management. In the workforce-planning phase, we did the math. We have an idea of the numbers of resources and where they may be needed. Now we have to implement a process for assuring that we have the **right talent** available at the **right time** that matches the business plan. We are no longer recruiting just for open positions but are building **talent pipelines** so when the need arises we have a depth chart of candidates that are already qualified, interested, and available (QIA).

Coolhires provides Recruiting Process Outsourcing services that include managed recruiting services, consulting, training, and traditional search services.

To get started we suggest the following services:

- **RPM-CM:** Recruiting Process Methodology Assessment
- Coolhires Custom Workshop for Recruiting Strategy and Methodology Development



Our **RPM-CM** assessment takes a look at your current best practices and processes and contrasts them with your long-term goals to develop a road map for improvement. It is a non-intrusive consultation consisting of brief interviews with key personnel and a review of current systems and processes.



In the Coolhires Workshop, hosted by Coolhires founder: Gary O'Neal, we will review a sample recruiting methodology and provide a simple assessment that each organization can use to judge their current process and plan their future recruiting strategy. The agenda covers workforce planning and recruiting strategy, including a set of worksheets that will help establish your own planning process.

Our workshops are **designed for leaders** of small to mid-sized businesses, Human Resource professionals, and departmental **hiring managers** for larger organizations. Our commitment to you is that after attending you will walk away with new ideas that you can immediately implement to improve your ability to get more than your share of the top talent.

Coolhires is a Managed Recruiting Services firm that offers a variety of recruiting solutions including: outsourced recruiting services (RPO), recruiting consulting and training, and traditional search services. By aligning our client's hiring strategy with their business plan, Coolhires shifts from a traditional transaction-based vendor to a professional services based partnership.

Achilles Group provides Strategic HR and human capital expertise to support business needs and impact earnings. Achilles Group helps small businesses grow (and be more profitable) through effective people management and development.

Join us at the Blue Mesa Grill on Beltline to learn more about getting more than your share of the top talent while enjoying a happy hour wine tasting and classic Blue Mesa cuisine.

Date: September 25th

Time: 4:30 to 7:00

Location:

**Blue Mesa Grill
 5100 Belt Line Rd # 500
 Dallas, TX 75254**

RSVP:

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