

WORKFORCE PLANNING & HIRING STRATEGY

A WORKSHOP TO ALIGN YOUR HIRING STRATEGY WITH YOUR BUSINESS PLAN

What is your biggest hurdle to meeting your growth targets?

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. As our national talent pool shrinks and our economy grows, something has to give.

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.

Our workshops are designed for organizations that are ready to attack the marketplace with a consistent, repeatable, and disciplined process for recruiting and hiring that will provide the competitive edge that will separate them from the competition.

Other industries follow some sort of established process or methodology. Engineering, construction, software development, 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.

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.



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 our business plan. We are no longer recruiting 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).



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? In our workshops we develop an approach that your firm can use to project your hiring needs to match your business forecast that avoids the hair-on-fire chaos of filling last week's needs and elevates your hiring to a strategic differentiator.

Once the workforce plan is complete the next phase focuses "active recruiting" and candidate management. In the workforce-planning phase we did the math. We have an idea

Earlier we referenced how other industries have a defined approach to applying a process to their craft. In the software development world they use the Capability Maturity Model (CMM) from Carnegie Melon University. This is the standard for their industry from which organizations can judge their own progress and can reach levels of certification. The same approach can, and should be, applied to your hiring and recruiting strategy.

Our RPM-CM (Recruiting Process Methodology- Capability Model) is a roadmap as well as a measurement tool that your organization can use to drive the recruiting process and monitor your organizational progress. A recruiting methodology simply keeps all constituents on the same page with a common set of defined responsibilities, a framework that guides the process, provides a common vocabulary, and establishes an aggressive communication plan to keep all constituents working towards a common set of goals.

Workshop Agenda

7:30 Breakfast & Networking

8:30 Workforce Planning

10:00 Break

10:30 Recruiting Methodology and Assessment

12:00 Adjourn

In the Coolhires Workshop 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 and an assessment to give you a snapshot of your current and desired level of process.

Our workshops are designed for leaders of small to mid-sized businesses, Human Resource professionals, and hiring managers for larger organizations.

We will ask you to come prepared and to actively participate in the workshop. Each session will have limited seating with no

more than twelve organizations in attendance that share the common bond of a desire to leave with a better recruiting and hiring strategy.

Workshops will be held quarterly, starting on June 12th in Houston.



For more information on our workshop visit us at the ITEC Conference at the George R. Brown Convention Center on May 7th & 8th.

-or contact-

Richard Hartmann, Coolhires Director of Operations

Richard@coolhires.com

512-731-1012

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.