



RECRUITING, HIRING, AND RETAINING TOP LEVEL TALENT

The Finn Group

Business . Career . Life

PRESENTERS

- The Finn Group
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FIVE STEPS FOR SUCCESS

1. Develop a plan
2. Be a smart recruiter
3. Hire strategically
4. Encourage development
5. Plan for succession



DEVELOP A PLAN

- Think through the skills you need and want
- Develop a knowledge, skills, abilities, and personality profile for the position
- Learn more about yourself
- Reconcile the previous two items
- Recognize that you can't do it all



BE A SMART RECRUITER

- Recruit and network – Always
- Your personal and professional networks
- Professional associations
- Internal and external consultants
- Search firms
- Other



HIRE STRATEGICALLY

- Increase your chances of success
- Define the position
- Recruit with skills and personality in mind
- Interviews (who, when, where, how)
- Check references



HIRE STRATEGICALLY (CONT'D)

- Use a pre-employment selection assessment process
- Review all materials
- Make decision
- Extend offer
- Complete hiring process



ENCOURAGE DEVELOPMENT

- Entry into your organization
- Organizational and cultural issues
- Provide coaching and development opportunities
- Facilitate communication
- Build your executive team



PLAN FOR SUCCESSION

- Develop your exit plan
- Build organizational bench strength
- Know when it is time for you to go
- Let go and move on – career and/or retirement consultation and coaching



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