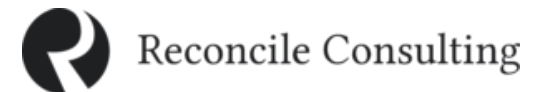


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Tuesday, October 4th, 2022*





Five Things You Can Do Right Now To Improve Your Recruiting Outcomes

MICHAEL DUKE AND RICH SHANKS II

Solution # 1

Create a score card before you place an ad and begin meeting candidates.

Score Cards Solve These Issues

1. The tendency for us to hire people we like
2. The desire to hire family members or friends
3. Hiring too fast

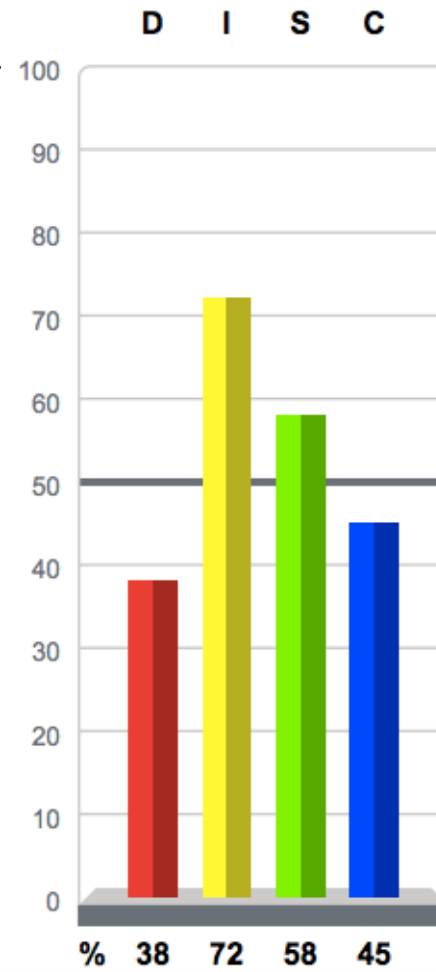
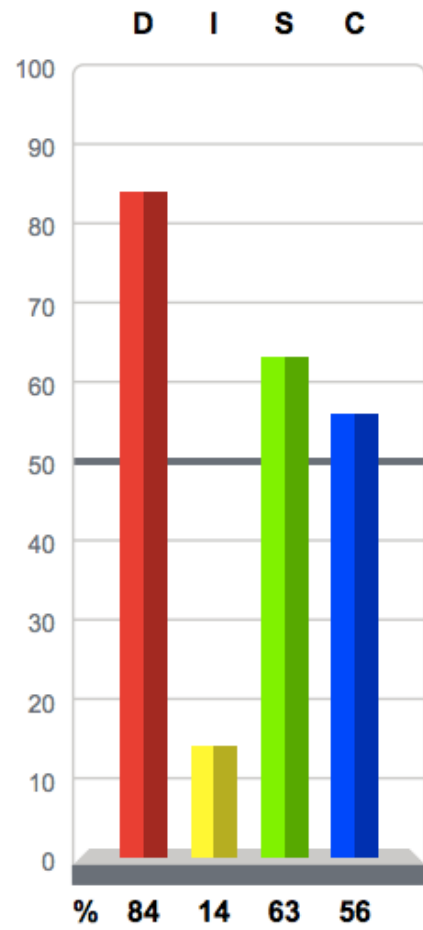
Solution #2

Design a structured interview process with clear goals that includes key stakeholders

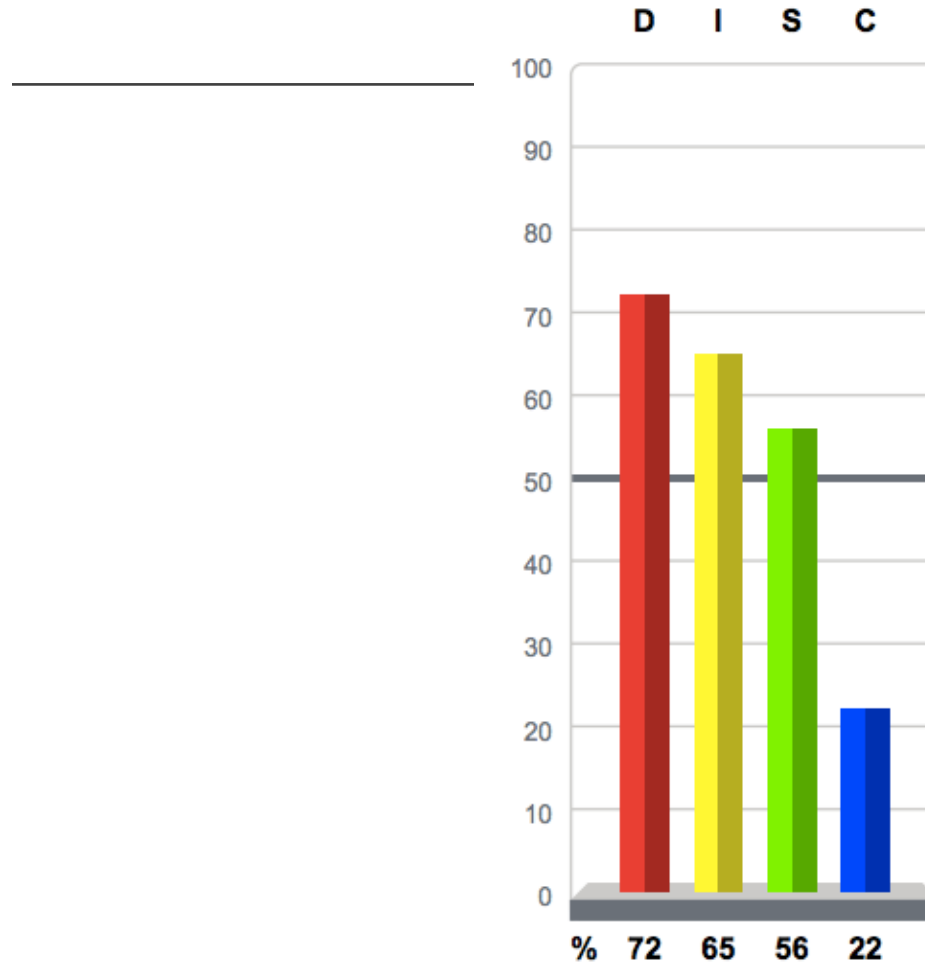
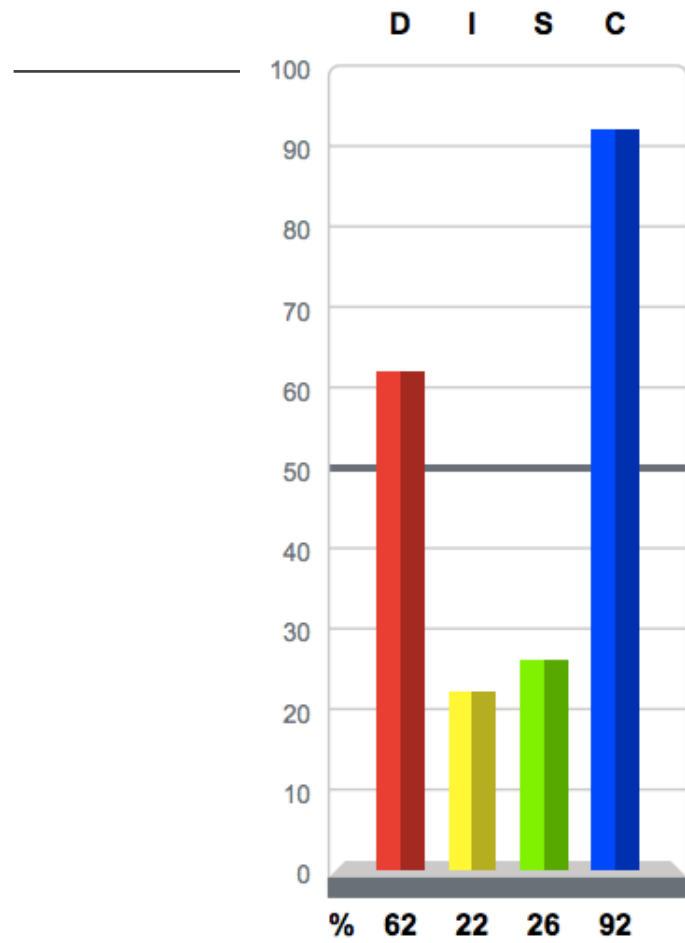
Structured Interviews Address These Issues

1. The poor results that come from vague, inconsistent interview processes and questions
2. Not knowing the goal of the interview process
3. Not thinking about how the candidate will fit into the team
4. Not considering how the candidate and leader behavioral styles will mesh

Leadership Style Fit

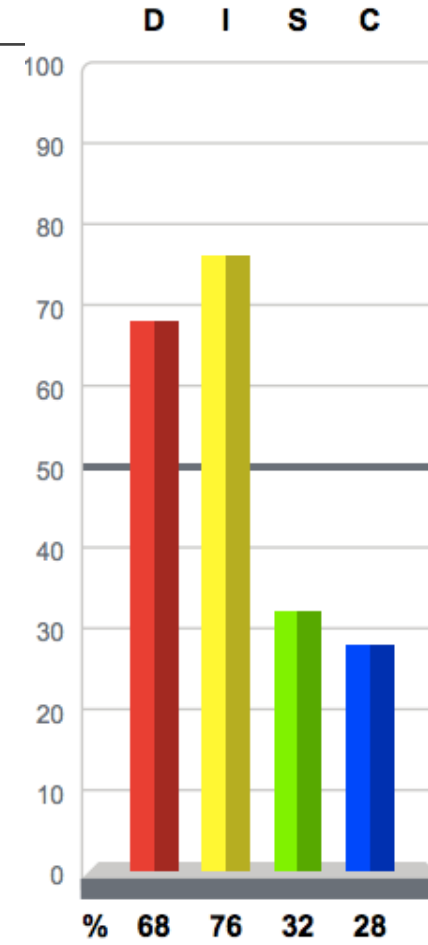
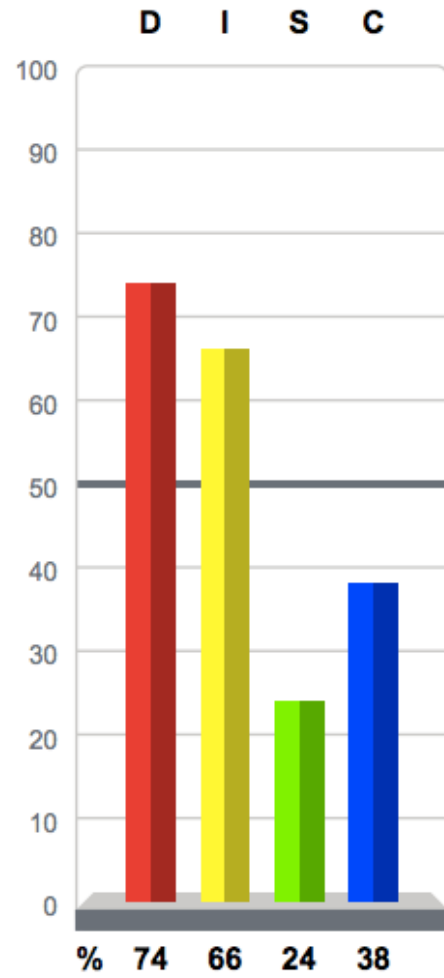


Leadership Style Fit

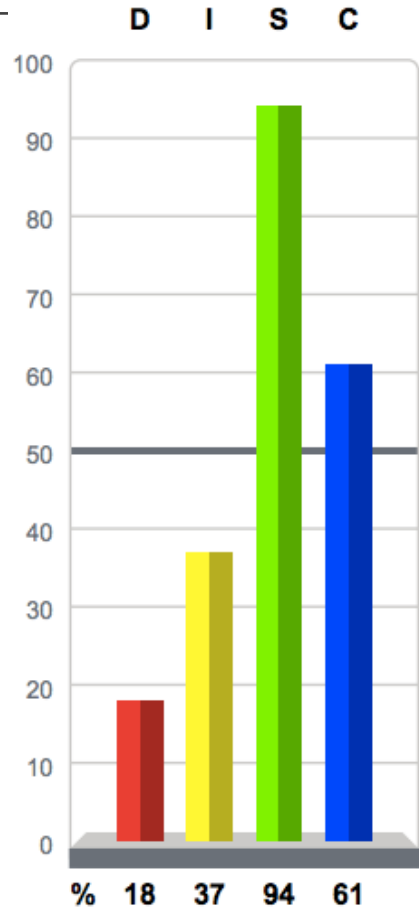


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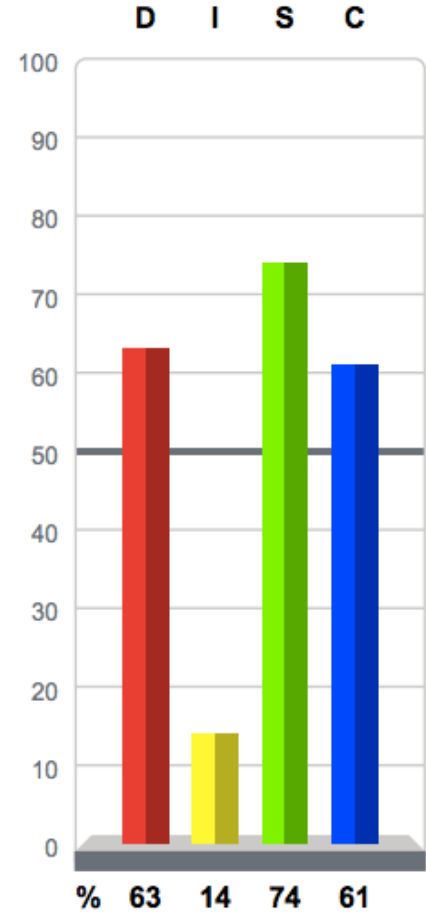
Good Potential Job Fit



Bad Potential Job Fit



5 R4



Solution #3

*Use a good assessment to
enhance objectivity as you
determine job*

Assessments Address These Issues

1. Lack of clarity when you build an profile before you begin interviewing
2. Lack of objectivity when you factor the results into decision making
3. Sharper well thought out interview questions that excludes the wrong candidates and reveals the right candidates
4. The information you need to probe into valuable areas of interview questioning and resume

Solution #4

*Diligently and with no exceptions
ask for and check at least 3 boss
references*

Reference checks address these issues

1. Allows you to confirm what you have learned in the interview process and assessment results
2. Are previous bosses eager and enthusiastic about being a reference?
3. How does the reference answer questions?
4. Should we be concerned when a candidate cannot or will not provide references?

Solution #5

Conduct a nationwide criminal background check and DMV check

Background checks address these issues

1. Can I trust the candidate?
2. Do I know everything I need to know about them?
3. Do they have a valid drivers license?
4. Are they a sexual predator?

THANK YOU!

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