

## FREE 2 HOUR CLIENT WORKSHOP:

# 10 SECRETS TO INCREASE HIRING RATIO

“High performers are 800% more productive than an average employee”

- McKinsey & Company study

We will show you how to identify, approach and “headhunt” the high performers (passive candidates), who are not actively looking for a new job by applying the 10 insider secrets used by the top executive search firms.

## YOU WILL LEARN HOW TO:

- ✓ Fill hard-to-fill positions with top passive candidates
- ✓ Maximize existing internal resources
- ✓ Increase talent pool of passive candidates
- ✓ Exponentially increase hiring ratio
- ✓ Reduce risk for wrongful hires
- ✓ Dramatically reduce cost per hire
- ✓ Improve internal recruitment processes

**THERE IS ALSO AN OPPORTUNITY TO BRING YOUR OWN HARD-TO-FILL POSITION FOR CASE STUDY IN THE WORKSHOP**

For current clients we will conduct full **DIAGNOSTICS**. This assessment will identify the current status on internal recruitment processes and areas to strengthen with specific suggestions. This includes the feedback from post candidates on recruitment processes, as well as feedback from the marketplace.

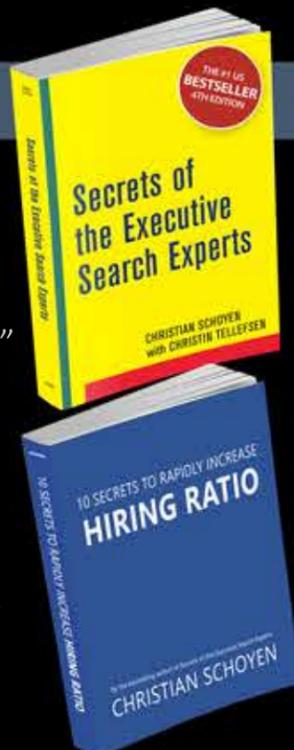
## THE PROGRAM:

(The full-day workshop is divided into 3 parts)

**Part I:** The universal model applied, which is based on an extensive study of how the world’s top five headhunter firms work, which is outlined in the U.S. bestseller; “*Secrets of the Executive Search Experts*”

**Part II:** The participants get to bring their own hard-to-fill recruitment, to next resolve it in the workshop. With this gained experience and knowledge the goal is to later be able to apply the same success model to also other internal hard-to-fill recruitments.

**Part III:** Key intel on industry secrets and best practice methods used by ESR’s clients for over 20 years is shared, which is also outlined in book; “*10 Secrets to Increase Hiring Ratio*”.



## LOCATION/DATES:

The 2-hour workshop is conducted annually in Los Angeles, New York and Houston. In addition we conduct full-day workshops in the same locations throughout the year. Please enquire about the dates.

## CUSTOMIZED TRAINING:

In addition to our 2-hour (complimentary) and full-day workshops, we can also offer your company a tailor-made on-site workshop designed for your specific needs. We provide this service nationwide.

## ROI:

Our goal is to provide participants of the full-day workshop with over \$1 million worth of knowledge they can implement, with a direct financial impact through improved processes, access to the high performers, reduced risk of wrongful hires and the secrets to rapidly fill any hard-to-fill position.

## COST:

Please inquire for the cost of the customized full-day workshops at 1.800.939.0810 or email: [info@esr.global](mailto:info@esr.global)

## THE INSTRUCTOR:



**Christian Schoyen** is a second generation headhunter and a leading international expert in research, headhunting and assessment, with over 25 years of experience in the field. He is the Founder/ CEO of the successful international recruitment firm ESR, which specializes strictly in recruiting passive candidates (the high performers who are not actively looking for a new job) on hard-to-fill positions for the world’s top headhunters. Christian has through his company been involved in over 3,500 assignments, achieving a 93% hiring ratio, as well as conducted 700 full-search assignments. Before launching his company in 1997, Christian worked as a Research Associate and Lead Associate for two world leading headhunting organizations; A.T. Kearney and Ward Howell in Los Angeles and Chicago. He is the author of "Secrets of the Executive Search Experts", the U.S. bestselling book on recruitment and “10 Secrets to Rapidly Increase Hiring Ratio”.