

Strategic Recruiting And Beyond

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Traditionally an organization's hiring activity slows down during the final months of the year, but picks up again in the New Year and brings with it a renewed sense of optimism. By then, businesses have developed and implemented their business plans. The October – December timeframe is ideal for setting into place plans for hiring the talent needed to accomplish business goals and for continued growth. Organizations need to be strategic in recruiting and retaining the talent from the marketplace to build bench strength and drive performance.

Your Recruiting Strategy

A recruiting strategy must be in place to ensure success in attracting needed talent. The core competencies, or skills, knowledge and special abilities that your company possesses set it apart from other organizations. It is important to identify the elements in your business that are underperforming in order to effectively assess where the talent is needed and what type of profile will enable you to meet your goals and objectives.

Ask yourself, "Does your firm have a clear and realistic course of action for the near term? Do your employees clearly understand how their roles support the company's strategy? Are you focused? Are you achieving real time results?" Your answers will help to identify elements in your business that are underperforming. Identify the drivers of performance and position yourself for results.

Be proactive and anticipate that there will be a shortage of good people when you are ready to ramp up. Develop a relationship with external resources such as Witt Mares Career Solutions to establish what you project your needs will be. Engage them to keep you abreast of the talent that will be available to help you achieve your goals and objectives. This will enable you to identify, recruit, motivate, deploy and retain staff when there is an immediate need for it.

Businesses have already seen market activity increase. Some are ready, some aren't. Many have positioned themselves for even further growth and are more strategic and creative about seizing possibilities as they arise. Smart organizations are now revamping their recruiting strategies to ensure their efforts are directly tied to their business strategies and goals. The most important element of all is the plan and it's implementation.

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