Breakfast Briefing – Dec. 4, 2013

Recruiting/Selection/On-Boarding

This session will enable participants to develop a strategic look at their recruiting, selection and on-boarding process to ensure it adds value to their organization’s strategic objectives. Session takes a more holistic view of the process and then drives down into the processes that deliver results that acquire, engage and retain top talent

* Developing a strategic recruiting plan
  + Branding your process
  + Integrating technology resources
  + Focus on supporting company strategy and objectives
* Determining recruiting footprint
  + College recruiting
  + Third party support approach
  + Retained vs. contingent searches
  + Immigration decisions
* Process Improvement
  + Measures / metrics that have meaning for your company
  + Creating a good "candidate" experience
  + Enabling technology to streamline process and improve efficiency / effectiveness
* Actuating the process - best practices and legal compliance
  + Use of an Applicant Tracking Management tool
  + Behavioral Interviewing Skills
  + Use of EOCC approved Hiring and Selection Assessments
  + Team Interviewing
  + Reference Checks
  + Background Checks
  + Hiring Letters
  + Orientation / On-Boarding