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