



According to The Conference Board in their CEO Challenge 2007 report,

Finding Qualified Managerial Talent is in the Top Five Challenges of CEO's Around the World.

Recruitment & Selection Solutions:

The Growing Concern & How To Utilize a Complete Process

We have all heard the talent shortage forecast for the future of the workforce. Jobs are changing. The baby boomers are retiring. A multi-generational workforce is making it difficult to manage. Positions are moving over-seas.



Retention is more important than ever, yet the workforce knows they have options. This buzz in the marketplace is creating a need for a strategic solution that considers the future of the company - a future where employee performance plays a significant role. But what can you do to overcome this challenge?

It is more important now than ever before to have a recruitment and selection solution that includes a complete process for finding, hiring, developing and retaining top talent. The process should start by identifying the job with key accountabilities. Then, a job benchmark should be completed to ensure you know exactly what the job itself calls for. An effective recruitment strategy is also important in order to attract potential candidates that meet the job's criteria. Once you have qualified candidates, you should complete a full screening process, including assessments, interviews, background checks and verifications. This will help qualify candidates and provide solid data to support the hiring decision.

Remember, your recruitment and selection process shouldn't end once you have made the hire. It is important to dedicate the time necessary for a smooth transition by requesting employees to hold them accountable, as well as requesting managers to hold them accountable. Identifying coaching, management training and other development opportunities are also important to the long-term success of your recruitment and selection solution.

We believe the talent is out there - it just needs to be discovered. Contact us today to discover our unique solution to the talent shortage issues and learn how you can take advantage of its many benefits.



Want to Know More?

Send a Reply Email Today to Connect with Your Expert in Research-Based Assessment Solutions!

Is Communication the Culprit?

Appropriate Direction & Clear Guidelines are Vital to Superior Performance



Many companies, from large to small, have a difficult time with employees that are just not measuring up to performance standards, yet they seem to have the potential to take it to the next level. Does this sound familiar to you? The root of the problem may be a lack of communication within your organization. In order to expect superior performance, the job must be clearly defined and employees must know exactly what is expected of them. This can be more difficult than it seems,

which is why it is often disregarded and thus becomes the cause of employee disengagement and poor performance.

To enhance the communication of job expectations, a clear job benchmarking process should be used to define and prioritize the key accountabilities required by the job. **Throughout the job benchmarking process, it is important to consider:**

- The job itself, not the people in the job
- Natural biases and how they affect the job benchmarking process
- The job's most important contribution to the company
- Performance objectives that require the most time and which are most important
- Your long-term strategic plan and its effect on the position
- The behaviors necessary and the rewards for superior performance
- The hard and soft skills vital to the job
- How the job will motivate the employee to keep them "plugged in" and engaged in work

By sharing the job benchmark with your employees in a formal manner, they will have the appropriate direction and clear guidelines to give them new-found role awareness and the motivation to succeed.

**Utilize Benchmarking in Your Talent Management Strategy...
 Implement Research-Based Solutions Today!**

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