



# Recruitment and Retention

*“I hate interviewing, I always ask the same questions and get the same answers”*

## The Challenge

We tend to recruit people when we need them. Often this is too late and results in a rushed selection process which often delivers the wrong candidate for the organisation as there is a cultural mismatch. This costs more money to correct and the process has to start all over again. This is most time and financially costly not to mention the impact on the rest of the team and the customers and often the reputation of the organisation

## The Solution

Plan your recruitment so you can get the best cultural fit as well as skill set. Focus on the results you want for the team and the organisation when planning your recruitment. This enables a choice as to the most effective interview techniques and selection criteria to use to appoint the best suited candidates. Treat your new starter as you would treat a new client. plan, do and review your progressive induction to ensure it is as effective as possible so you gain return on investment.

This half day pragmatic workshop enables you to do the following :

- Plan for results before selecting the right candidate
- Understand the value of characteristics over skills
- Adopt a range of different interview techniques
- Get the right cultural fit
- Ensure people earn their salary quickly and effectively
- Get people up and running with competence and confidence

## The Audience

This workshop is ideally suited to anyone who is or will be recruiting people. Whether new to recruiting or established, this module opens delegate's eyes to different, proven and successful techniques that are practical and easy to adopt ensuring your get maximum return on investment for the time, effort and money applied to recruitment and retention

**£159** Half day workshop

**TO BOOK** or to discuss a Bespoke in-house solution **Contact us on** 01483 256959 or [welcome@expressionspartnership.com](mailto:welcome@expressionspartnership.com)

