

Sourcing Top Talent



Effective Recruitment Strategies for the Modern Workplace.

Are you rethinking your organisation's hiring strategies?

Sourcing and recruiting candidates, even in the best times, can be extremely daunting. It can be a challenge to develop recruitment strategies that align with business strategies and enable you to source and retain top talent. Yet, attracting top talent is essential to the ongoing success of your organisation.

The shift to hybrid working has significantly expanded the pool of potential applicants for any given role, organisations must look for innovative ways to source, recruit, hire and retain talent.

This course will explore the difference between recruiting and sourcing and the importance of having a well thought out strategy. It will look at the need to understand the job requirements and the various channels and platforms that can be used formally and informally. This will also include the importance of your employer brand and just why it is so critical. Finally, it will focus briefly on retention, why and how to ensure you not only recruit the best but also keep the best talent.

This course focuses on recruitment for the modern workplace using methods, processes and tips framed around the latest strategies to suit the HR professional. This workshop is relevant to anyone looking to refresh their skills as a line manager, supervisor and team leader. It is designed for those keen to utilise skills that will positively attract and nurture the best talent in the market.

Designed for?

- > This program is applicable for managers, supervisors, team leaders and business owners.
- > Anyone in a HR Professional role.
- > An ideal group size is 6 – 15 participants.

Key Learning Outcomes

- ✓ Understand the benefits of recruiting top talent.
- ✓ Ensure recruitment is aligned with job requirements.
- ✓ Treat the job ad as a product and 'sell' it.
- ✓ Recognise the effect employer branding can have in recruiting talent.
- ✓ Use various tools to maintain and grow the talent pool, including social sourcing tools and platforms.
- ✓ Think creatively and leverage your employee's networks.
- ✓ Create conversion-optimised collateral.
Summarise ways in which to maintain a strong competitive hiring advantage.
- ✓ Understand the importance of retention for the organisation and the economy.
- ✓ Identify ways to survive a talent crunch.
- ✓ Employ a variety of methods to prevent high turnover and build loyalty.
- ✓ Using effective questioning strategies.

Live Face to Face, Virtual or Hybrid



Power Sessions



Half-Day



1-Day



2-Day



Coaching



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