

Improve Hiring & Retention With Better Vetting

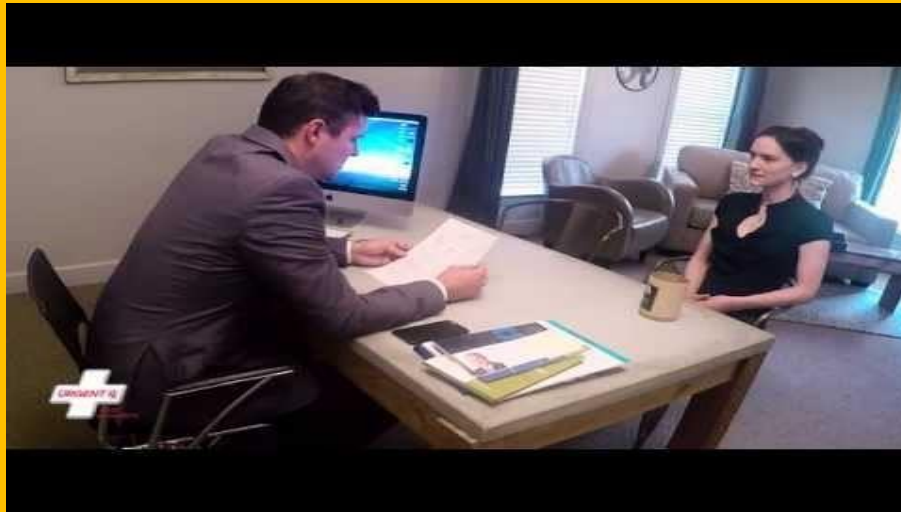
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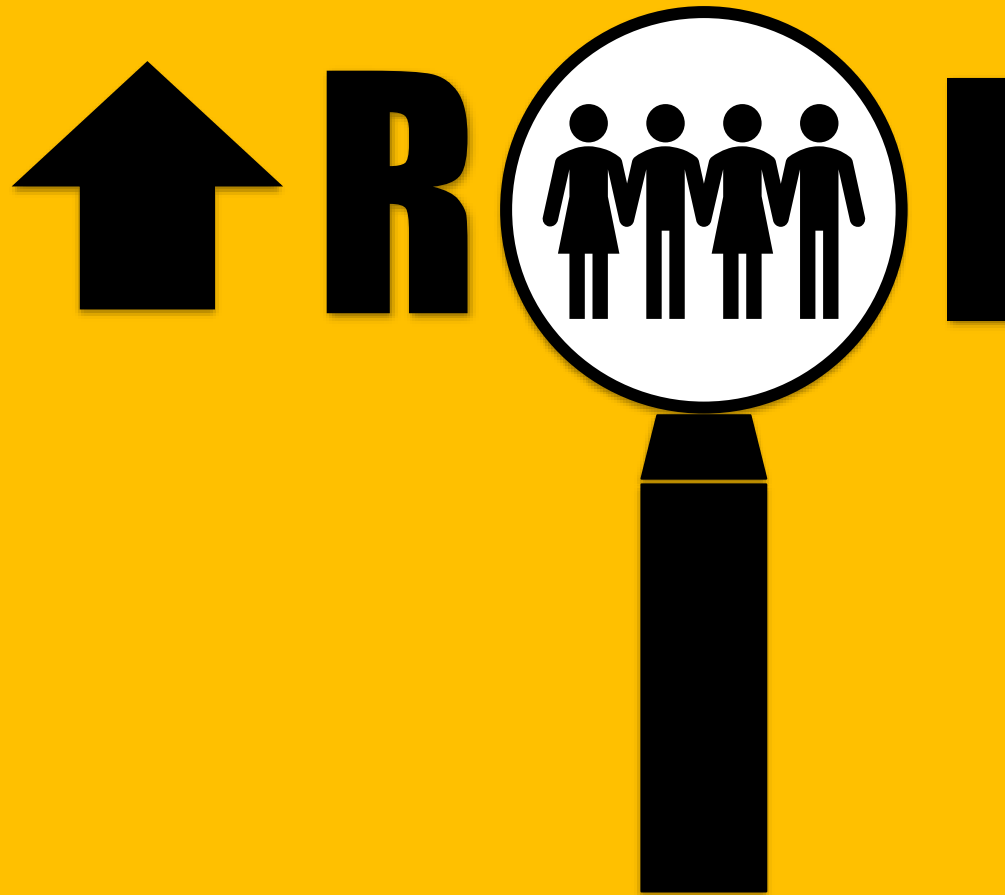
**Poll: Approximately, how many people
(non-union) has your company hired in
the last 12 months?**

Worst Job Interview Ever

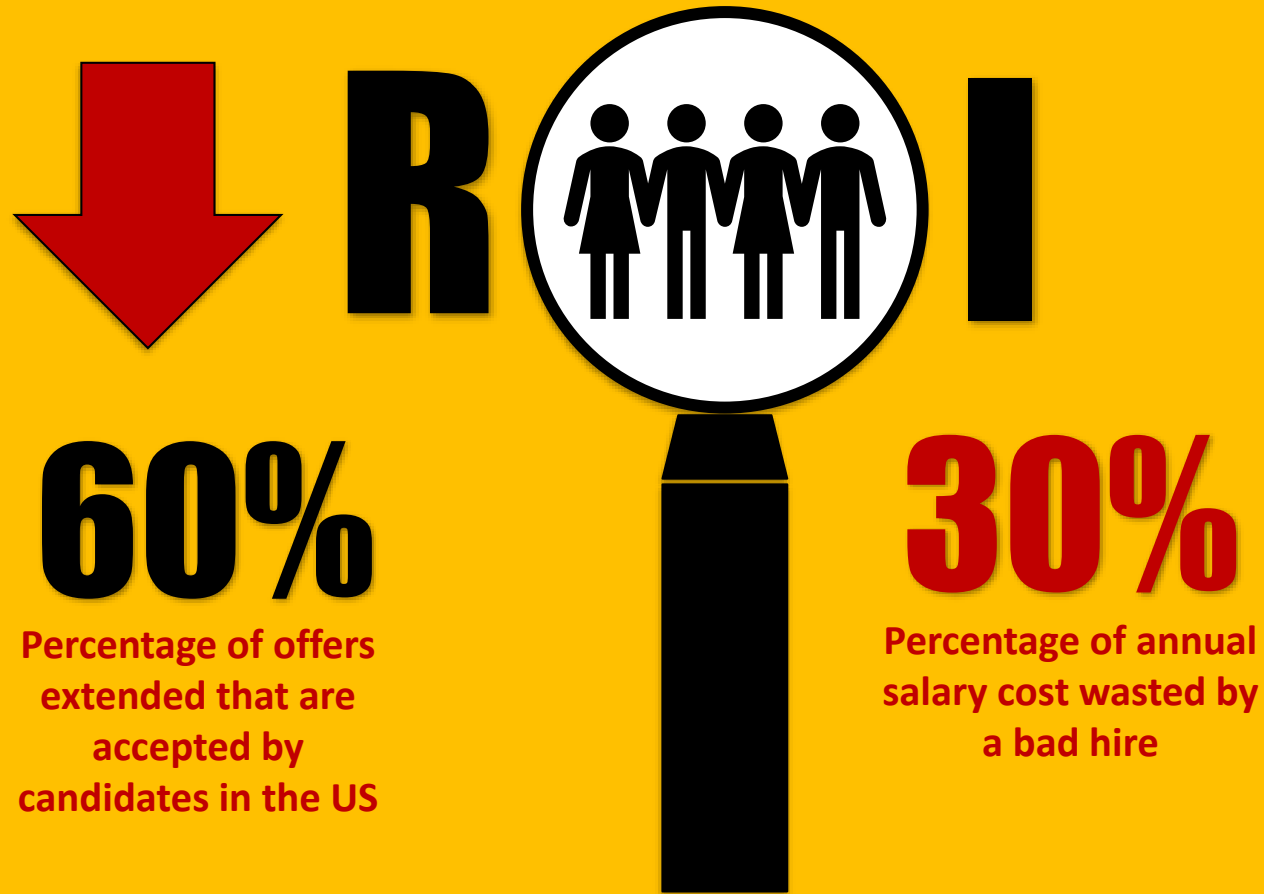


Launch Video

Better Vetting = Increases ROI



Poor Vetting = Decreases ROI



Top 10 Reasons Candidates Reject Your Offer

1. Poor Candidate Experience
2. Poor Offer
3. Interview Process Too Long
4. Failure to Communicate
5. Counter Offer

6. Hiring Manager
7. Not Sold
8. Poor Culture Fit
9. Better Options
10. Timing of Offer

Top 5 Reasons New Hires Fail

1)Coachability	26%
2)Emotional Intelligence	23%
3)Motivation	17%
4)Temperament	15%
5)Technical Competence	11%

Leadership IQ - Mark Murphy

Poor Vetting = Increases Risk

↑ RISK



**Rejected offers
= Wasted time
and money**



Wrong fit



**Wrong
skills**



**Failure to
deliver
results**



**Disruption of
existing team**

Hiring Process



**Identify
Hiring Need**



**Job
Description**



**Attract
Candidates**



**Interview
Process**



**Due
Diligence**



**Extend
Offer**

Identify Hiring Need



- Replacement?
- New Position?
- Strategic or Tactical
- Budget Salary
- Set a Deadline

Creating the Job Description



- Vetting Road Map
- Avoid Hiring Bias
- Performance Goals
- Success at 30, 60 90 Days?
- Obstacles?

Attracting the Right Candidates



- Ditch Traditional Job Descriptions
- Who is the Ideal Candidate?
- Candidate – Focused Job Ads
- Why Would They Work for Your Company?
- Why Would They Consider the Role?

Interview Process



Phone Interview Goals:

- Basic Qualifications
- Motivation for Change
- Timing
- **Compensation**
- **Other Opportunities**
- ***Due Diligence Reaction***
- Set Expectations

Face-to-face Interview Goals:

- Achievements
- Similar Value/Problems
- Perform a Task
- Culture & Unique Employer Proposition
- ***Due Diligence Reaction***
- **Other Opportunities**
- **Compensation**

Poll: What is your favorite/most effective interview question or technique?

Interview Process



Second or Final Interview Goals:

- Meet Others
- Outstanding Issues
- Benefits Details - Costs
- Why Do You Want This Position?
- *Due Diligence Reaction*
- *Other Opportunities* - Compare
- *Compensation* Expectations

Pre-Offer



- Trial Offer
- Deal Breakers
- Other Opportunities?
- Why? Motivation
- Appropriate Increase
- Vacation, Medical
- Discuss Notice

Due Diligence



- Verify
 - Dates of Employment
 - Degrees (no Diplomas or Transcripts)
 - Certifications
- References – Not Provided
- Current Employer
- Criminal Background Check

Extend Offer



- 1) Verbal Offer First
- 2) Acceptance
Deadline
- 3) Offer Letter
Expiration
- 4) Start Onboarding
- 5) Make Them Feel
Appreciated!

Rejected Offer



40%



Vetting Techniques to Improve ROI - Hiring & Retention

Rejected Offers



- ✓ Discuss \$ Early
- ✓ Motivation
- ✓ Competition

Wrong Fit



- ✓ Performance Goals
- ✓ Competencies
- ✓ Coachability
- ✓ Character & Values

Poor Skills



- ✓ Describe steps
- ✓ Perform tasks
- ✓ Get detail

Delivery Failure



- ✓ Expectations
- ✓ Similar results
- ✓ Similar value

Team Disruption



- ✓ Understand Your Culture
- ✓ Present Clear Picture
- ✓ Peer Interviews

Background Checks & Verifications – No Exceptions



Q & A

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