

10 tips I learned from the top HR Directors in our Industry



1. Start with all the resumes. Tell HR to send you all the resumes. Don't let anyone oversee your selection because they're not qualified as you are to evaluate the applicants. If you know what you want, you can go through them much faster than an HR assistant.
2. Be quick like a bunny. The major complaint by candidates is the length of the process. The longer process the more likely candidates lose interest or accept another opportunity.
3. Don't hire by harmony - Do not allow your team to vote on candidates. The hiring manager hires. People are clannish and will pick people like themselves. Do not hire a crew where everyone is the same...do not hire all pitchers ...you need someone to catch the ball as well.
4. Develop your engagement skills –review your process and look for enhancements. The problem with hiring is that the people you hire are so good that other departments will poach them. But that's really acceptable, because you want to bring motivated people into your organization. Be proud of the influence your hires make.
5. **Recruit all the time.** Always be in an interview mode. Talk to potential candidates even if you don't have a place for them.
6. Hire the excited – Don't hire anyone for whom the job is a sideways move. That's You want people for whom he job will make difference in their lives. You want your new hires to skip to work.

7. Interview wisely – Interview only enough candidates to prevent interview lethargy. Schedule interviews over a weekly period and make a hiring judgement within 24 hours of the final interview. phone to confirm availability not to interview.
8. Can they do the job? Ask candidates to try out for the opportunity . Give them a simple mission before the interview.
9. Act sensibly as you would like to be treated –contact every candidate after the interview and give them the outcome. It is common decency. Besides, you may want to hire them in the future.
10. Broadcast wisely. Use simple industry titles and job descriptions. Be specific and detailed. No lies, promises or mumbo jumbo...