



# The Winning Edges



**enabling** recruiters remotely



# The Winning Edges

## Overview

Winning Edges are the small things that make a big difference. They're the subtle but significant tweaks and amendments that a great recruiter will apply right through their process that can easily go unnoticed. In this programme we look at the winning edges that can be applied right through the recruitment process as well as determining how we can better measure the quality of our work.

This three-module programme is delivered in three hour long Zoom sessions to ensure that your team are making the most of every opportunity that they uncover.



## A winning mindset

Success is more dependent on our mind-set than our skillset - winners think quicker, better and more clearly than others. This module focuses on a range of thinking tools as well as ensuring that attendees consistently monitor the quality of their performance.

- Key thinking tools
- Understanding performance
- Owning quality



## Building solid foundations

Problems in a recruitment process are almost invariably symptomatic of not building a placement upon solid foundations. In this module, we focus on identifying and applying 'winning edges' throughout the most fundamental elements of the process.

- Qualifying job briefs
- Differentiating the search
- Candidate engagement
- Candidate qualification



## Managing the process

Once the process is underway, a critical phase is managing both candidates and clients through interviews and ultimately managing the offer. Effective interview prep & debriefs along with helping both parties through the emotional journey will improve their experience and also increase the number of successful outcomes. Addressing delays and maintaining momentum are key elements covered in this session.

- Managing the interview process
- Dealing with delays
- Closing and offer management
- Counter offers and pre-boarding



By the end of these sessions, delegates will be able to:



- ✓ Measure their performance and take responsibility for the quality of their work as well as the results.
- ✓ Set good foundations for their placements by qualifying candidates and jobs effectively.
- ✓ Assess and make better decisions about where they focus their time and resource.
- ✓ Manage placement processes effectively and troubleshoot problems early and confidently.



These sessions are suitable:

- ✓ For all recruiters who want to identify ideas and methods that will enable them to control their placement processes better, minimise delays and qualify better. It is also suitable for recruiters who are simply keen to improve their fill rate.
- ✓ For small groups of up to 8 delegates. The three sessions are roughly 3 hours each and delivered in consecutive weeks.
- ✓ For delivery via Zoom with delegates joining remotely from home or work. They are interactive workshops which include breakout rooms and delegates are expected to contribute.

**change** behaviours