

RESEARCH REPORT:

***Presentation Outline: Sarasota County, Florida***

***Economic Development Council:***

***Specialty Manufacturing Cluster Meeting Minutes***

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## **The Strategic Approach to Staffing**

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**Often we staff based upon a reaction to a need:**

- Someone quits therefore we have to fill the position.

**Instead, we should be:**

- Recruiting all positions all the time and keeping pools of candidates we would like to hire and establishing and maintaining relationships.
- This is something not just your HR function does, but every leader in your organization.

**The Ideal Model:**

- The most basic premise in establishing this “Recruiter Culture” is by first identifying the traits, background, and characteristics of the ideal employee for your organization.
  - This is most easily done by observing the behaviors of your most successful employees already in your organization.
  - Once this model is established you now have an ideal in which to operate.

**Staff for the future not the current urgent need:**

- It is important to staff your organization, not by what you need now, but what you will need 5-7 years from now and plan accordingly. This once again prevents the reactionary process.

**Sourcing Qualified Candidates:**

- Sourcing qualified candidates can be one of the most frustrating challenges in staffing.
- Use multiple resources when bringing candidates to the door.
- The biggest message is to rely on one source of hires.
- Create a brand for your company and stick with it.
  - This is the message that your firm has for a candidate.
- Remember to measure what has worked for you in the past and continue to use this resource.

***Sourcing candidates is a machine that is slow to stop and slow to start back up.***

**Cost of Hires:**

- We all know the costs related to hiring.
- It can run several hundred to thousands upon thousands of dollars to fill one position.
- Therefore, the quality of such hire is paramount.
- Consistently, the cost of a bad hire can equate anywhere from one year’s salary to multiple years’ salary if the position was in sales or senior management.

**Targeted Selection:**

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- OUR COMPANY uses a behavioral based method developed by DDI (Development Dimensions International) called Targeted Selection.
- This is based upon the premise that the best predictor of future behavior is past behavior and it makes the candidate give specific examples of performance based upon a certain skill, competency, or trait.
- Four or five interviewers during the course of an entire morning or afternoon conduct these interviews.
- It is critical these days to also remember to complete background checks, checking credentials, and reference checks to ensure that the person you hire is the person you hired.