

## Quick Tips

### Ensuring the Right People are in the Right Places



Ensuring that you have the right people in your organization from the outset is a critical element of organizational success and good financial stewardship. Here are a few tips to help you keep the great ones in and the 'not so great' ones out:

#### **Make the right choice the first time.**

Using a compendium of hiring tools (recruitment, screening, interviewing, psychological assessments, behavioral interviewing, background checks) will increase the likelihood of making the best choice for your organization from the outset.

#### **Effective onboarding.**

When a new employee begins, ensure they are quickly and well-integrated into your organization. Give them a chance to 'learn the ropes,' understand the culture, etc., and set realistic expectations so they can thrive in the new environment. Avoid 'sink-or-swim' strategies.

#### **Focus on development and management to increase commitment and retention.**

Show new employees that they have the commitment of your organization to help them grow and develop. Ensure goals and objectives are clear, that succession plans are shared, and that individuals have regular feedback about their performance and development goals. This will increase not only retention, but commitment and loyalty to the company.

#### **Create a unified framework.**

Use processes and tools interdependently and as part of a bigger picture human capital management strategy. Attracting, selecting and retaining the best talent should reflect your organization's business and people strategies. Matching these with metrics will underscore the value of such activities on the bottom line.

#### **Measure, measure, measure.**

The more 'hard data' you can collect on the costs associated with hiring decisions, the more you will understand the bottom-line impact on your organization. For example, what do retention rates look like in one to two years? Are there particular jobs that are harder to fill or keep filled? How long does it take to fill a given position? This will not only reveal current trends but provide excellent information for future hiring.

Losing an employee can be very costly to your organization. But with some focus on the front end a long-term view of development and performance management good hiring can make a big difference in your company's financial success.

TalentQuest Assessments complement interviews, allowing you to quickly, cost-effectively, and objectively evaluate a candidate's suitability