



"Quick Tips: Ensuring the Right People are in the Right Places"

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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 at the outset.

Effective onboarding.

When a new employee begins, ensure they are well-integrated into the organization. Give people 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 the 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 these processes and tools interdependently and as part of a bigger human capital management strategy. Attracting, selecting and retaining the best talent should reflect the 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 the organization. For example, what do retention rates look like in 1-2 years? Are there particular jobs that are harder to retain? 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 an expensive phenomenon, in both direct and indirect costs. But with some focus on the front end a long-term view of development and performance management in the middle and on the back end, good hiring can make a big difference in the company's financial success.

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