Recruiting in Healthcare

Unlocking The Methods and The Magic

Dr. Steve Passmore

2015 - 2nd Edition

Recruiting In Healthcare Unlocking The Methods And The Magic

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Recruiting In Healthcare Unlocking The Methods And The Magic:

Healthcare Recruiting Steve Passmore,2015-02-05 Recruiting in healthcare is both a science and an art Are you a manager frustrated by staffing Are you an experienced recruiter who wants an edge in the market Are you a new recruiter who wants success Are you a member of the management team This book covers recruiting in healthcare We specialize in techniques for nursing and therapists but the same processes can relate to many healthcare professionals Recruiting can be a science and when successful it also has a little magic As a group recruiters are reluctant to share the secrets of their success This book will unlock many of the secrets of recruiting and enhance the techniques I cover a multitude of topics that reveal the science skill and even some of the magic in healthcare recruiting Topics include contrasting different methods marketing to different generations using and designing direct mail cold calling methods conducting the interview and creating a recruiting plan that works The author is a successful entrepreneur and manager as well as being a Physical Therapists Dr Steve Passmore has been involved in recruiting and sales for many years He now shares that expertise in this book and in an in service course available to professional meetings If you are new to recruiting an experienced recruiter or a member of the team you will benefit from understanding a disciplined approach to recruiting *Coast 2 Coast Mentoring LLC* Noah Neumiller,2020-07-06 Being a young entrepreneur in a very competitive industry over the past seventeen years I have had many successes that did not prepare me for the inevitable realization that every day is not a glorious day simply because after experiencing a high volume of success as I did you have to know how to manage it That is where I dealt with the frustrations that have ultimately resulted in a complete change in my attitude and understanding of this very complex industry leaving me with moments of reflection through my trials and tribulations that have inspired me to help inexperienced yet motivated prospective recruiters strive for success and opportunity providing the tools to create a maintainable revenue stream while keeping a unrestrictive schedule all from the comforts of home I have worked all areas of the healthcare staffing industry from Jr Recruiter to Director of Lead Healthstaff possessing years of one on one experience training recruiters working alongside pioneers of the in the industry and even innovating the recruiting cycle with team members I am passionate about helping others exceed pinnacles and expectations both personally and for the agency they are employed by In order to produce results and solve problems you must possess the ability to envision the bigger picture to pave the path to success while understanding the ins and outs of the industry in great detail I have seen firsthand and been on the receiving end of endless financial opportunities for both recruiters and owners alike My goal is for you to grow as a recruiter from my personal experience which I believe will be beneficial as you journey through this very competitive yet fruitful industry *Selection and Recruitment in the Healthcare Professions* Fiona Patterson,Lara Zibarras,2018-11-11 How we recruit future healthcare professionals is critically important as the demand for high quality healthcare increases across the globe This book questions what the evidence tells us about how best to select those most suited to a career in healthcare

ensuring that the approaches used are relevant and fair to all who apply The editors of this collection take a comprehensive look at the latest research surrounding recruitment and selection into healthcare roles Each chapter is authored by leading experts and using international case material the practical implications for workforce policy are explored They review the key stages in designing effective selection systems and discuss how best to evaluate the quality of selection processes Evidence from role analysis studies as well as the effectiveness of different selection methods including aptitude and situational judgment tests personality assessment and interviews are examined Chapters also cover approaches to student selection and recruitment for postgraduate trainees through to senior appointments Finally they highlight contemporary issues in recruitment including the use of technology selecting for values candidate perceptions coaching issues and how best to promote diversity and widening access So You Always Wanted to Be A Physician Recruiter Bob Eskridge,Bob Eskridge, CPC, CTS, PRC, CERS, CSP,2009-02-06 So You Always Wanted to be a Physician Recruiter describes the world of physician recruiting a potentially lucrative field in which recruiters have the opportunity to help others better their lives through meaningful employment Designed for both new recruiters and experienced professionals the book guides recruiters through all aspects of a physician recruiter s business from identifying leads to following up after placement while helping new recruiters to develop positive work habits and an optimistic productive attitude The book provides recruiters with a step by step guide It covers a range of topics from setting up systems to managing information to performing searches managing job orders and facilitating the interview process Bob Eskridge a seasoned recruiting professional provides real world examples tips and advice to avoid common recruiting pitfalls The book not only describes situations and provides solutions but it also offers actual scripts and letters for recruiters to use in their own presentations Physician recruiters must also become proficient in physician licensing and the laws that pertain to medical employment Physician Recruiter equips recruiters to be experts in medical employment laws by explaining each of the U S Government s relevant acts and legislation An extensive section on immigration law helps recruiters prepare to recruit foreign physicians while a chapter on contracts helps recruiters facilitate the negotiation of employment agreements Throughout the book is a message of positive reinforcement and a focus on ethical treatment of both candidates and hiring managers One chapter is devoted to the ethics of the industry and Eskridge provides many ideas for upholding integrity in the recruiting industry By taking a respectful approach to the profession Physician Recruiting is a valuable tool for experienced and novice recruiters The Health Care Executive Search Earl A. Simendinger,Terence F. Moore,1989 The editors enlisted the help of a group of respected executive recruiters and outplacement executives in the United States as contributors to this handbook which covers such topics as working with executive search firms executive contracts effective incentive programs causes of executive failure in health care and diagnosing corporate candidate compatibility The Recruiter's Edge , Magic Methods of Recruiting Thomas Reece,1987-05-01 *Hire to Win* Tatiyana Cure,2021-06-29 Hire to Win is designed to accompany managers looking to

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