

## Technical Hiring

18 Average Days to Hire ✓

54 Average Days to Fill

98% Offer Acceptance Rate

4.8% Withdraw Rate (after CC)

## Non-Technical Hiring

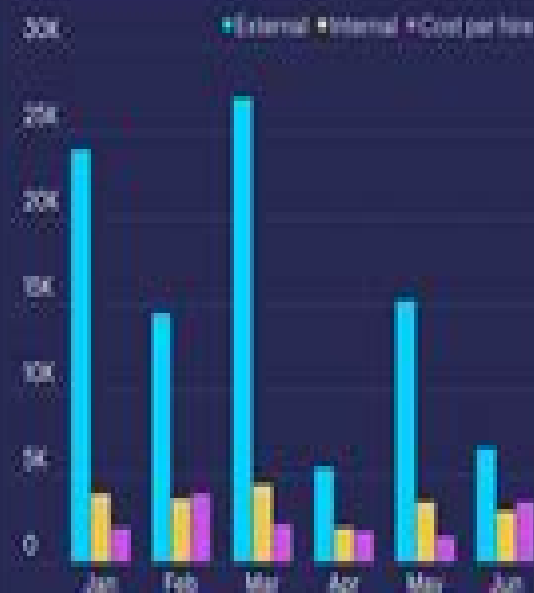
23 Average Days to Hire !

37 Average Days to Fill

100% Offer Acceptance Rate

4% Withdraw Rate (after CC)

## Recruitment Costs YTD



## Current Hiring Pipeline

Role	Lead	Applicant	Cultu...	2nd St...	Final...	Offer
Sr Backend Engineer	3	0	2	2	1	1
Frontend Engineer	4	7	5	1	0	0
Marketing Manager	0	23	9	0	0	0
CS Champion	2	35	7	14	3	0

## Top Hiring Sources Q2



# Recruiting Effectiveness Dashboard Red Corporate Executive

**Paul Myers**



## **Recruiting Effectiveness Dashboard Red Corporate Executive:**

**Strategic Staffing** Jean M. Phillips, 2023-01-05 Formerly published by Chicago Business Press now published by Sage Strategic Staffing equips both current and future managers with the knowledge and skills to adopt a strategic and contemporary approach to talent identification attraction selection deployment and retention Grounded in research this text covers modern staffing concepts and practices in an engaging and reader friendly format Author Jean Phillips expertly guides students in developing a staffing strategy that aligns with business objectives accurately forecasting talent needs conducting thorough job or competency analysis and strategically sourcing potential recruits The Fifth Edition includes the effects of the COVID 19 pandemic on staffing needs worldwide new coverage of staffing related technologies and updated examples throughout providing students with the latest and most relevant knowledge in the field Included with this title LMS Cartridge Import this title s instructor resources into your school s learning management system LMS and save time Don t use an LMS You can still access all of the same online resources for this title via the password protected Instructor Resource Site

**Strategic Staffing** Jean Phillips, 2019-01-15 Formerly published by Chicago Business Press now published by Sage Strategic Staffing 4e prepares all current and future managers to take a strategic and modern approach to the identification attraction selection deployment and retention of talent Organizations increasingly realize that their employees are the key to executing their business strategies and the current competition for talent has made the identification and attraction of high performing employees essential for companies to succeed in their marketplaces The right employees give their organization a competitive advantage that sets it apart and drives its performance In today s business environment a company s ability to execute its strategy and maintain its competitive edge depends even more on the quality of its employees And the quality of a company s employees is directly affected by the quality of its recruiting and staffing systems Because hiring managers are involved in the staffing process hiring managers and human resources HR professionals need to be familiar with strategic staffing techniques Over the past 10 years advancing technology and the increased application of data analytics have changed the practices of sourcing recruiting and staffing Strategic Staffing 4e is grounded in research communicates practical and modern staffing concepts and the role of staffing in organizational performance and is engaging to read The new edition contains updates to many sections on the roles of technology and analytics and adds more focus to the discussion of ethics that was added to the fourth edition New research findings were also incorporated and many company examples were updated The fifth edition of Strategic Staffing continues to present up to date staffing theories and practices in an interesting engaging and easy to read format Performance Dashboards Wayne W. Eckerson, 2010-10-07 Tips techniques and trends on harnessing dashboard technology to optimize business performance In Performance Dashboards Second Edition author Wayne Eckerson explains what dashboards are where they can be used and why they are important to measuring and managing performance As Director of Research for The Data Warehousing Institute a worldwide association

of business intelligence professionals Eckerson interviewed dozens of organizations that have built various types of performance dashboards in different industries and lines of business Their practical insights explore how you can effectively turbo charge performance management initiatives with dashboard technology Includes all new case studies industry research news chapters on Architecting Performance Dashboards and Launching and Managing the Project and updated information on designing KPIs designing dashboard displays integrating dashboards and types of dashboards Provides a solid foundation for understanding performance dashboards business intelligence and performance management Addresses the next generation of performance dashboards such as Mashboards and Visual Discovery tools and including new techniques for designing dashboards and developing key performance indicators Offers guidance on how to incorporate predictive analytics what if modeling collaboration and advanced visualization techniques This updated book which is 75% rewritten provides a foundation for understanding performance dashboards business intelligence and performance management to optimize performance and accelerate results

**Investing in People** Wayne F. Cascio, John W. Boudreau, 2011 Comments on Absence Control Policies P 71 *Computerworld* , 2002-09-02 For more than 40 years Computerworld has been the leading source of technology news and information for IT influencers worldwide Computerworld's award winning Web site Computerworld.com twice monthly publication focused conference series and custom research form the hub of the world's largest global IT media network

**HR Strategies for Employee Engagement (Collection)** Wayne Cascio, John Boudreau, Alison Davis, Jane Shannon, David Russo, 2011-12-05 3 indispensable books help HR professionals transform talent management supercharge workforces and optimize the entire HR function Three remarkable books offer indispensable actionable solutions for finding keeping and engaging great employees and optimizing all facets of the HR function In *Investing in People* renowned HR researchers Wayne F Cascio and John W Boudreau help HR practitioners choose implement and use metrics to improve decision making increase organizational effectiveness and optimize the value of all HR investments In *17 Rules Successful Companies Use to Attract and Keep Top Talent* top talent management consultant David Russo shows how to systematically build a workforce that's truly engaged committed aligned with strategy and capable of incredible performance Russo reveals exactly what great companies do differently when it comes to managing their people and shows how to apply those lessons in areas ranging from resourcing and compensation to leadership development and culture In *The Definitive Guide to HR Communication* Alison Davis and Jane Shannon offer dozens of practical tips for transforming employee directed communications from boring to compelling Organized around the employment cycle this one of a kind handbook gives HR pros an approach and specific techniques they can use every time they communicate in any medium whatever the goal From world renowned leaders in human resources and employee communications including Wayne F Cascio John W Boudreau David Russo Alison Davis and Jane Shannon

**Business** William M. Pride, Robert James Hughes, Jack R. Kapoor, 2005 The Eighth Edition of this bestselling introductory text features a comprehensive updated

survey of all key business functions management marketing accounting finance and information technology Core topics highlighted within these functional areas include ethics and social responsibility small business concerns different forms of business ownership and international business concepts In light of current business conditions this edition also addresses the nation s economic problems corporate credibility and efforts to improve accounting standards the dot com meltdown entrepreneurial businesses diversity globalization e business and other timely issues Likewise the authors have integrated more information on employment trends to help students choose a career and compete in a fickle job market Updated and enhanced coverage of e Business in boxed features examples illustrations and discussions throughout the text reflects this sector s growing importance In addition Navigating the World of E Business Chapter 4 has been completely revamped to cover key concepts as well as the strategies and challenges facing current businesses Pedagogical tools have also been revised including all new Inside Business cases at the beginning of each chapter and closing Return to Inside Business features These sections follow up on the opening case with additional information posing questions that stress the practical application of chapter concepts All boxed features that focus on real business or workplace issues have been replaced These boxes cover major themes including Adapting to Change Talking Technology Examining Ethics with Issues to Consider that stimulate critical thinking and facilitate discussion Going Global and Exploring Business Using the Internet boxes continue to point students to relevant web sites for more information on concepts companies or issues covered in each chapter prompting them to conduct independent research The Eighth Edition also features two new Spotlight features per chapter illustrating facts with appealing and easy to understand visuals that help students to understand the material Due to its loose leaf format this text sells for considerably less than standard hardcover books and also provides students with greater flexibility They can insert their own notes or class handouts into any chapter bring only the chapters they need to class or organize the contents to follow their instructor s syllabus The Study Guide is perforated and three hole punched so that the materials can be easily integrated with the textbook New Building a Business Plan features now appear at the end of every Part helping students to write their own business plans incrementally over the course of a semester or during class Chapter 6 also includes revised coverage of business plans New Running a Business an ongoing video case featured at the end of each Part provides students with an insider s vantage point of Finagle A Bagel a bagel bakery and caf Through this firsthand look at one business s day to day operations students gain a better understanding of the real challenges faced by entrepreneurs Students can also practice applying what they have learned by analyzing the problems solutions and actions taken at Finagle A Bagel New All end of chapter videos are new and focus on companies such as Stonyfield Farm New Belgium Brewing Subway Bay Partners Remington Wal Mart JetBlue Financial Fusion and Merrill Lynch Direct These cases combine with three other video tools one brief chapter overview and two key concept segments for a total of 13 to 20 minutes of video per chapter New All photos and advertisements are new As in past editions captions clarify how these real world visuals illustrate

key concepts under review New The Business Bonus Pack Your **Los Angeles Magazine** ,2003-11 Los Angeles magazine is a regional magazine of national stature Our combination of award winning feature writing investigative reporting service journalism and design covers the people lifestyle culture entertainment fashion art and architecture and news that define Southern California Started in the spring of 1961 Los Angeles magazine has been addressing the needs and interests of our region for 48 years The magazine continues to be the definitive resource for an affluent population that is intensely interested in a lifestyle that is uniquely Southern Californian **Backpacker** ,2007-09 Backpacker brings the outdoors straight to the reader s doorstep inspiring and enabling them to go more places and enjoy nature more often The authority on active adventure Backpacker is the world s first GPS enabled magazine and the only magazine whose editors personally test the hiking trails camping gear and survival tips they publish Backpacker s Editors Choice Awards an industry honor recognizing design feature and product innovation has become the gold standard against which all other outdoor industry awards are measured **Cincinnati Magazine** ,2001-08 Cincinnati Magazine taps into the DNA of the city exploring shopping dining living and culture and giving readers a ringside seat on the issues shaping the region **Executive Recruiting For Dummies** David E. Perry,Mark J. Haluska,2017-03-20 Tips and strategies to fill executive level positions Recruiting for high end executives requires a special skill set and Executive Recruiting For Dummies is here to help you add this niche talent to your arsenal Whether you re an in house human resources manager or a professional recruiter at a search firm this friendly guide walks you through each step of filling that senior executive or other highly specialized position This book covers the globalization of talent and the advantages of executive recruiting It provides expert guidance on finding the right candidates conducting hardy screening and interviewing processes closing deals and more There are 10 000 000 businesses in America that hire at least one senior executive a year and most turn to commissioning a third party organization such as an executive search firm Rather than losing that next top tier recruiting job let Executive Recruiting For Dummies show you how to add this highly desirable and sought after skill to your resume Learn to recruit with precision Create a robust interview process Close the deal with a winning offer Find out how to work with professional recruiters Discover how to find the best talent and retain and attract clients with the help of Executive Recruiting For Dummies **Hiring Greatness** David E. Perry,Mark J. Haluska,2015-12-30 The Unprecedented Tell All Guide Through the Intricacies of Executive Recruitment The single greatest opportunity that an organization has to improve both performance and culture in one stroke lies in the hiring of a new executive the right executive The fresh thinking of a skilled leader has the potential to unleash innovation empower employees and generate wealth for the company Similarly a bad hire may mortally wound the organization and cause ripple effects throughout the entire economy Hiring Greatness contains valuable insider strategies and tactics previously only known to a handful of America s wealthiest elite head hunters to attract recruit and retain star executives Authors David E Perry and Mark J Haluska have completed more than 1800 search projects across five continents

maintaining a 99.97% success rate and negotiating more than 380 million in salaries Like magicians unveiling the hidden tricks of the trade Perry and Haluska reveal How to systematically secure and retain the perfect talent for your company How to keep recruiters from poaching your star executives a good hire is relatively meaningless if they leave the company Twenty three questions you must ask a potential headhunter The language that makes your company the most compelling and how HR lingo can repel the best talent Four critical turnoffs that drive great candidates away from top companies One company created 3.8 million of market value each hour for six months simply by hiring the right leader Hiring Greatness takes you behind the scenes of one of the world's most profitable and secretive industries meticulously showing how any organization can make monumental hiring decisions that lead to massive success Reboot Hiring Katrina

Collier,2024-08-28 An incisive practical guide giving managers and leaders the principles to elevate hiring processes a fix within their control today Even today managers and leaders can be unaware that their actions impact current and future hiring because people post openly about their experiences online Bogged down in the day to day recruiting loses priority due to time team and project pressures Though it should help AI won't solve the collaboration and communication issues creating clunky expensive and wasteful talent acquisition processes In Reboot Hiring The Key To Managers and Leaders Saving Time Money and Hassle When Recruiting author Katrina Collier gives managers and leaders the knowledge to reset their thinking and reboot their hiring You'll also hear tips from 60 expert recruiters and find Forward looking prompts to help describe the hiring need Steps for a time and energy saving recruitment experience Critical considerations for assessments and interviews Tips for online profiles that modern applicants expect to see An easy checklist and inspiration to encourage readers to reboot their hiring In the distraction and transparency created by over 5 billion internet users managers and leaders must know who they need to hire and partner effectively with talent acquisition to succeed Reboot Hiring gives you the missing pieces of the puzzle and is invaluable to all managers and leaders wanting to save time money and hassle when recruiting Hire Your Dream Team Kurt Michael Weyerhauser,2017-12-06 BUSINESS TALENT RECRUITMENT

Hire Your Dream Team is a critical 10 step guide to recruiting star talent written for hiring managers at every rung of the corporate ladder Talent acquisition is no longer the domain of human resources and executive recruiters The best hiring managers know that landing top talent requires their active involvement along with a simple set of best practices International executive recruiter KURT WEYERHAUSER shares insights into what the best hiring managers are doing to land top talent

**Online Recruiting and Selection** Douglas H. Reynolds,John A. Weiner,2009-07-15 In Online Recruiting and Selection Reynolds and Weiner provide an accessible introduction to implementing and operating Web based tools for hiring in organizations Discusses recent trends and their implications for new advancements in the field of technology based hiring Explains key factors for developing an effective recruiting website choosing the right assessment tools and designing integrated talent acquisition systems Discusses issues such as the proper environment for deploying tests and other

assessments the implications of global access and data security and privacy policies Reviews regulations and professional standards for measurement and personnel selection including new rules governing the treatment of Internet job applicants the Standards for Educational and Psychological Testing and the Principles for the Validation and Use of Personnel Selection Procedures Talent Management: Recruitment Methodologies - an Overview Khanh Pham-Gia, 2009-07-22 Research Paper undergraduate from the year 2008 in the subject Leadership and Human Resources Miscellaneous grade 1 3 University of applied sciences Munich language English abstract Employees take a centre stage in companies and play the essential role for business success Hence companies have the highest interest to recruit and keep high qualified manpower In this study an overview about recruitment methodologies is provided Additionally benefits and drawbacks of recruiting methods are analyzed and compared Recruitment is the discovering and obtaining of potential applicants for actual or anticipated organizational vacancies Except the recruiting methods applied many factors could influence the recruiting efforts image of the organization attractiveness and nature of the job internal policies government requirements and recruiting budget There are a high number of recruiting methods which can be classified in different ways active and passive internal and external print and digital methods The principle sources of recruiting employees include internal search advertisements in print or digital media employee referrals employment agencies educational institutions and unsolicited applicants Recruitment alternatives such as temporary staffing services employee leasing and independent contractors can be used meaningfully to acquire the temporary manpower Because of benefits and drawbacks of different recruiting methods the task of HR management is to select and apply the right method for an efficient and effective recruiting The recruiting process provides a basis for the selection of the right candidate and should be well accomplished An Analysis of the Executive Recruiting Business in the U.S. Today Kennedy Publications, 1990 High Velocity Hiring: How to Hire Top Talent in an Instant Scott Wintrip, 2017-04-06 Win the war for talent by building an army of ready to deploy candidates An employee leaves and you post the open position Resumes trickle in You interview a few candidates No one fits the bill The next thing you know three months have passed and that desk is still empty Nothing drives business success like a staff of talented productive employees So why accept a hiring process that fails you time and time again Well there s one person who doesn t Scott Wintrip And in High Velocity Hiring he provides the tools and systems for creating a hiring process designed for today s fast paced talent deficient landscape Using the proven methods Wintrip has applied at some of today s more forward thinking companies you ll hire top employees faster and smarter High Velocity Hiring replaces the old worn out way of hiring with the simple but revolutionary approach of actively cultivating top talent before positions open The old way is slow and inefficient Wintrip s way is dynamic and proven effective You ll enrich and maintain a flow of high quality candidates harness this flow by identifying the most talented people and channel it into a pool of ready to hire prospective employees More than ever hiring the best people requires foresight planning alertness and decisive action With High Velocity Hiring you have



everything you need to seize the high ground in the war for talent and maintain it for long term growth and profitability

**Internal Recruitment** Paul Myers, 2019-10-15 Why do we all get recruitment so wrong There s no big secret to recruitment It s simply the process of identifying a vacancy analysing the requirements attracting and engaging with talent reviewing applications screening shortlisting and hiring the best candidate And yet we seem to be somewhat incompetent at doing it Through his own 20 years of experience and talking with HR business leaders recruiters and recruitment managers Paul Myers believes that general apathy laziness and a misunderstanding of what s important in recruitment has led to the current standards of recruitment In today s world there is more and more frustration and anger experienced by candidates and berating a recruitment as a profession sometimes specifically recruiters and their companies on a regular basis has now become a sport The education of recruiters HR professionals and operational leaders hiring managers has been replaced by an over indulgence in technology and tools that are designed to make the process more efficient The introduction of Internet for making information and data widely available AI for enhancing and speeding up the sourcing part of recruiting and automated tools for creating and managing recruitment process more efficiently are a welcome addition however it s clearly not working from the candidate perspective Technology is not the key thing that makes you and your company successful in hiring talent your people are In this book you will learn how thinking and acting on the basic foundations in recruitment will ensure better success in hiring talent for your business Imagine what your business could achieve if you significantly increased your recruitment efficiency and performance If you re a recruiter recruitment leader HR manager or business leader hiring manager or anyone who is involved in the recruitment process this book is for you

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