Goskills

How to Hire the Right People

GoSkills online course syllabus

Skill level
Beginner

Lessons
19

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Pre-requisites
No prior experience needed

Video duration
1h 13m

Estimated study time
1h 13m

Instructor
Mariline Guise

Introduction

1 Hiring the right people

Hiring the right people is important for organizational success, but how do you ensure you've got the best strategy?

Lay the Foundation

2 Checklist for hiring

Using a checklist when starting the recruitment process will help systematize your hiring process and keep track of your recruiting efforts.

3 The job posting

A good posting not only outlines the duties and responsibilities of the job, but also describes how the role fits within the organization.

4 Recruitment process

Recruiting the right people carries supreme importance for the continuation of the success of an organization.

5 The ideal candidate

Regardless of what type of role you are filling, if you want to hire the right person, you'll need to understand what the right person looks like.

Adopt the Right Approach

6 Networking connects talent

Finding the best people requires a systematic approach of outreach and relationship building that leverages your entire organization.

7 Casting the net

To get the best pool of candidates you need to attract both active and passive candidates.

8 Focus past the CV

Taking your recruiting beyond the resumé gets you to connect with a candidate beyond a piece of paper.

9 Prescreen candidates

Screening applicants is a great way to save both time and money by ensuring that employers don't have to sit through time-consuming interviews with applicants that are neither qualified nor suited to the open position.

10 The candidate experience

When you effectively communicate with candidates throughout each step of the recruiting process, they are considerably more likely to have a positive experience with your company.

Interviewing Fundamentals

11 Collaborative approach

By altering the hiring process so that the team is involved, you also eliminate some of the biases that hiring managers often have.

12 The three C's

Go beyond the standard interview and get out of the norm of asking a lot of boring and overused questions about skills, experience, and how the interviewee has reacted in situations in the past.

13 Aligning core competencies

Establishing the right framework for identifying and evaluating candidates during the interview process is an important part of the hiring process.

14 Set clear expectations

Establish a clear and straightforward process with the potential candidate during the interview process.

Selection Process

15 The best fit

Hiring "the one," the candidate who has the necessary skill, background, and behaviors to contribute positively to the team- will help your organization thrive.

16 Attitude over skills

Matching a candidate to your distinctive workplace culture and company's brand will drive your competitive advantage.

17   Avoiding unconscious bias

Hiring bias can negatively impact your recruiting practices.

18   Background and references

Screening, evaluating, and examining a potential employee's background and references are essential to your hiring process.

Conclusion

19   Hiring the best for your organization

Thank you for watching this course! Now you can confidently recruit and hire the best employees that will add value to your team.

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