



RECRUITING CALL INFLECTION POINTS

Target Recruiting: 7 Stages of Success



Stages:

Open

Introduction

Are you i_____?

Are you i_____?

Are you r_____?

Are they _____?

Create Frames

Subject Matter Expert

Special Contacts

Prestige

POWER

Intrigue

Connection

Credibility

Verify

Presentation

Why is this position special?
Why is this company special?
Why are you special?

F _ M _

People in roles similar to yours fall into 3 categories

Get me out of here!
You couldn't get me out of here with dynamite
Doing well, feel I need to compare it to situations that accelerate my growth.
Which category do you fall into?

F _____

Ask Probing Questions

- 1.
- 2.
- 3.

Words that need descriptions

You aren't going to _____, you can just _____!

Finish the Process

Build _____, Establish the _____.



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Lightingthepath.net

Ask for referrals

Why do we not get referrals?

Why and How to ask for names?

Who do you know that has this type of experience?

I'm trying to talk to people in this area (space), who know people, who know people, who know people. You may not know the exact person I'm looking for; I'm trying to talk to as many people in this area as I can.

Prompters

How long have they been with the company? Who works at companies they previously worked with?

If they are early in their career, who did they go to school with?

Have they attended any conferences, workshops, training programs, user meetings?



How to make technology outreach really work

Building Magnetic Job Postings



Job description

Assisting of management reporting, financial statement preparation including preparing journal entries and reconciliation of all general ledger accounts, related entity account management, and various reporting upkeep.

Qualifications

- Extensive knowledge of accounting principles
- Understanding of Generally Accepted Accounting Principles
- Excellent problem solving/judgment skills, and high level of attention to detail
- Strong organizational skills, and the ability to work under pressure
- Ability to handle and prioritize multiple tasks and meet all deadlines
- Exceptional work ethic

Duties & Responsibilities

- Analyze financial results and compare to budget, forecast
- Job Costing, Account reconciliations and accruals for general ledger accounts
- Construction Project Experience a plus
- Maintain and analyze project reporting backlog
- Maintain and analyze weekly labor reports
- Assist Controller with special projects and/or audits
- Recording and preparing journal entries

Duties & Responsibilities

- Maintain and monitor accounts payable and receivable
- Other duties as needed
- Ability to communicate through effective verbal and written skills
- Committed, discipline, ambitious, loyal, reliable, and positive attitude, ownership and accountability for one's work
- Must have excellent work habits, including a willingness to work the hours necessary to get the job done, especially when important deadlines cause greater than normal departmental pressures



Create daily strategies without doubling your effort

Get in touch with Mike:



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Mike's LinkedIn



PEAK PERFORMANCE P L A N N E R

DATE _____

| | |
|---------|---------|
| 1 _____ | 4 _____ |
| 2 _____ | 5 _____ |
| 3 _____ | 6 _____ |

REFERENCES

8:00 _____ 1 2 3 4 5
6 7 8 9 10

9:00 _____ 1 2 3 4 5
6 7 8 9 10

10:00 _____ 1 2 3 4 5
6 7 8 9 10

11:00 _____ 1 2 3 4 5
6 7 8 9 10

12:00 _____ 1 2 3 4 5
6 7 8 9 10

1:00 _____ 1 2 3 4 5
6 7 8 9 10

2:00 _____ 1 2 3 4 5
6 7 8 9 10

3:00 _____ 1 2 3 4 5
6 7 8 9 10

4:00 _____ 1 2 3 4 5
6 7 8 9 10

5:00 **PREP FOR
NEXT DAY**

...→ Let's Make a Deal

MY GRADE

**Lighting
the Path**

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Measure your output, not your outcome.

HOT SEARCHES

HOT CANDIDATES

MINING

MATCHING

CLOSE

OH YEAH...

Obstacles are things a person sees when they take their eyes off the goal.
- E. Joseph Cossman

