

Tales From the Other Side: The Journey From HR to Recruiter

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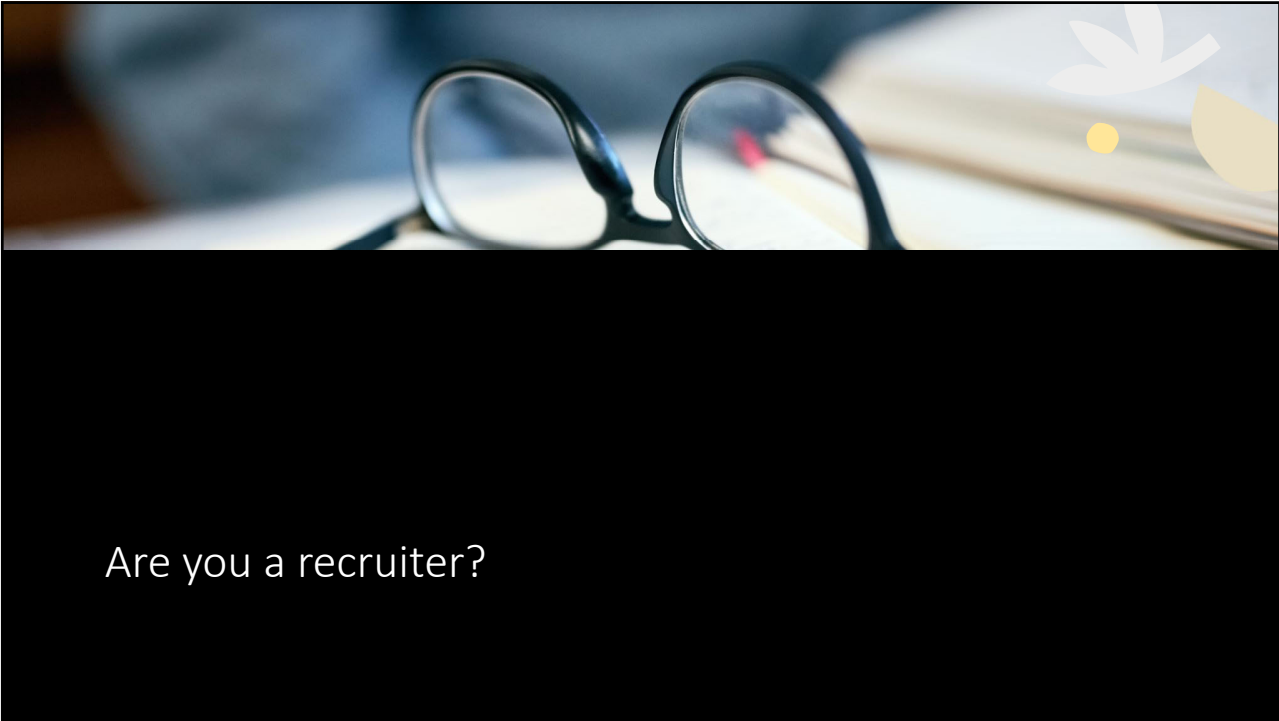
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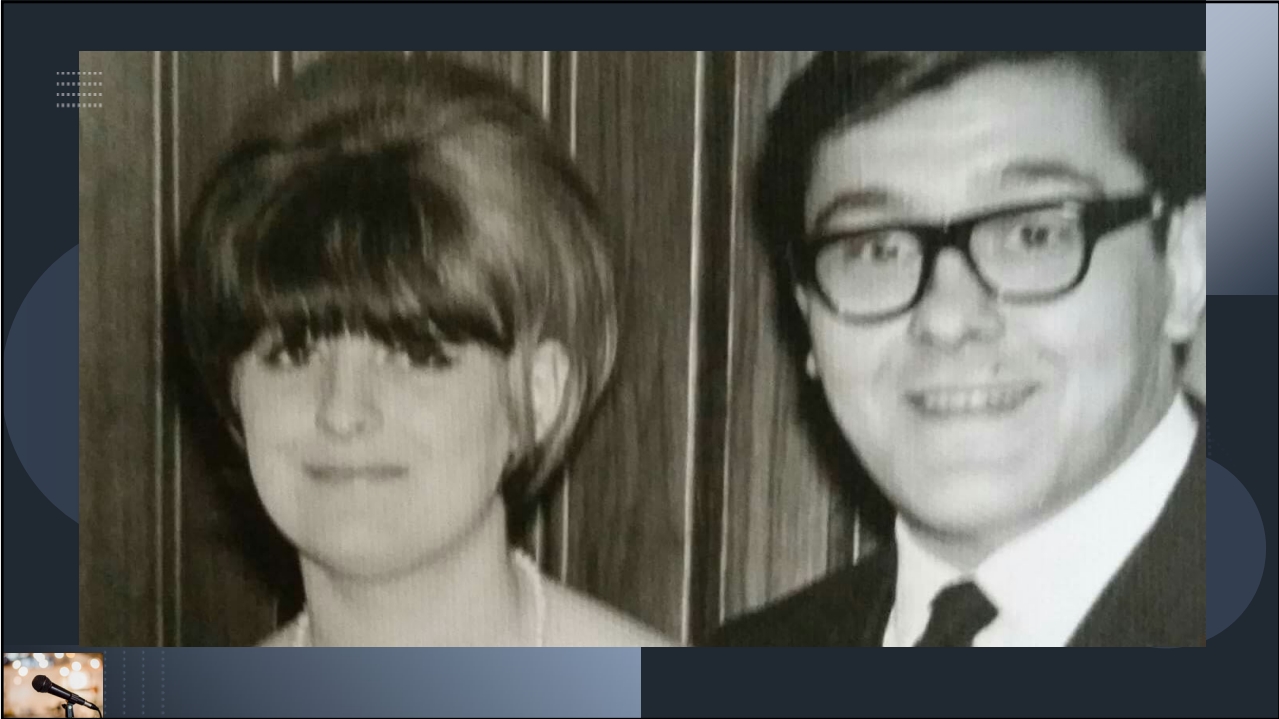
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John Jay College of
Criminal Justice

- Research
- Past Behavior
- Observation
- Interview Questions
- Gut/Instinct

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Director of Residential Services

- Recruitment
- Onboarding
- Training
- Goal Setting
- Managing Staff



AUTISM

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- Director Of Human Resources
 - Law
 - Organizational Strategy
 - Certifications/Education
 - Executive Roles
 - Coaching
 - Relationships
 - Performance
 - Mentors
- Director of Marketing & Business Development
 - Professional Services Marketing
 - Job Descriptions
 - Culture
 - DISC Analysis
 - Networking

6%-17% Turnover
25% Staff Reduction
Intro to Recruiters!!!!

Of Course, You Can Do It.....All.



2003-2008-2013



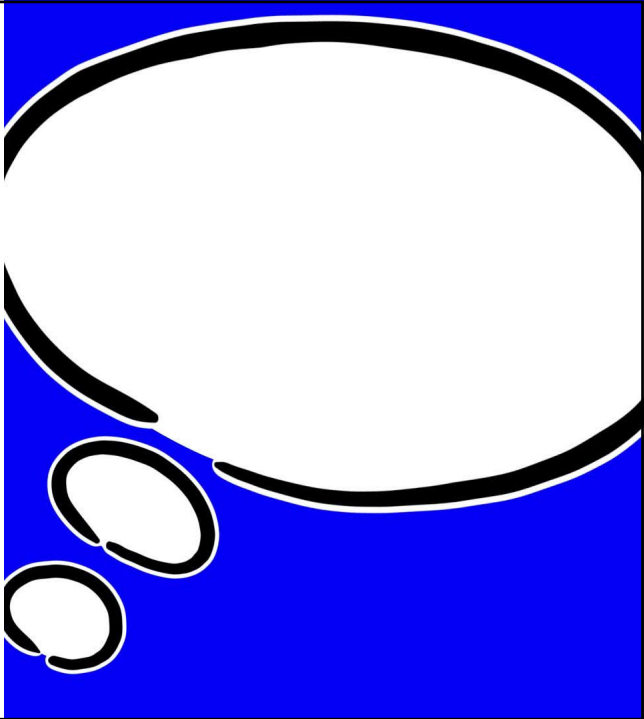
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The Bad..


- Wrote Why I Hate Recruiters.
- Gave up all my resumes.
- Recruiters were liked more than I was (when I was in HR and I took it personally)
- Lack of responsiveness (being ghosted).
- Place and rehire from my location (double dipping)



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The Best Recruiter, Ever!

- Established Trust
- Displayed Empathy
- Presented Quality over Quantity
- Kept in Touch
- Believed in her Candidates
- Met my budget
- Understood my responsibilities
- Coached and communicated with placed employees



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Growth Strategists with a People Purpose

- Direct Hire Placement/Talent Acquisition/Executive Recruiting
- Fractional Human Resources Executives
- Strategic Operations
- Merger & Acquisition Support
- Executive Coaching
- Consulting

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Recruiting With Integrity

- Creativity
- Communication
- Coaching



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How HR Chooses Recruiters to work with.

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The Trusted Advisor
(Recruiter)

Why would a candidate talk to a recruiter before talking to an in-house Human Resources Person?

Outside of money, what are you seeing people “leaving” for?

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Recruiter Superpowers

- Psychology
- Human Resources
- Marketing
- Sales
- Research
- Coaching
- Business Acumen
- Negotiations
- Industry Experts
- Resilient


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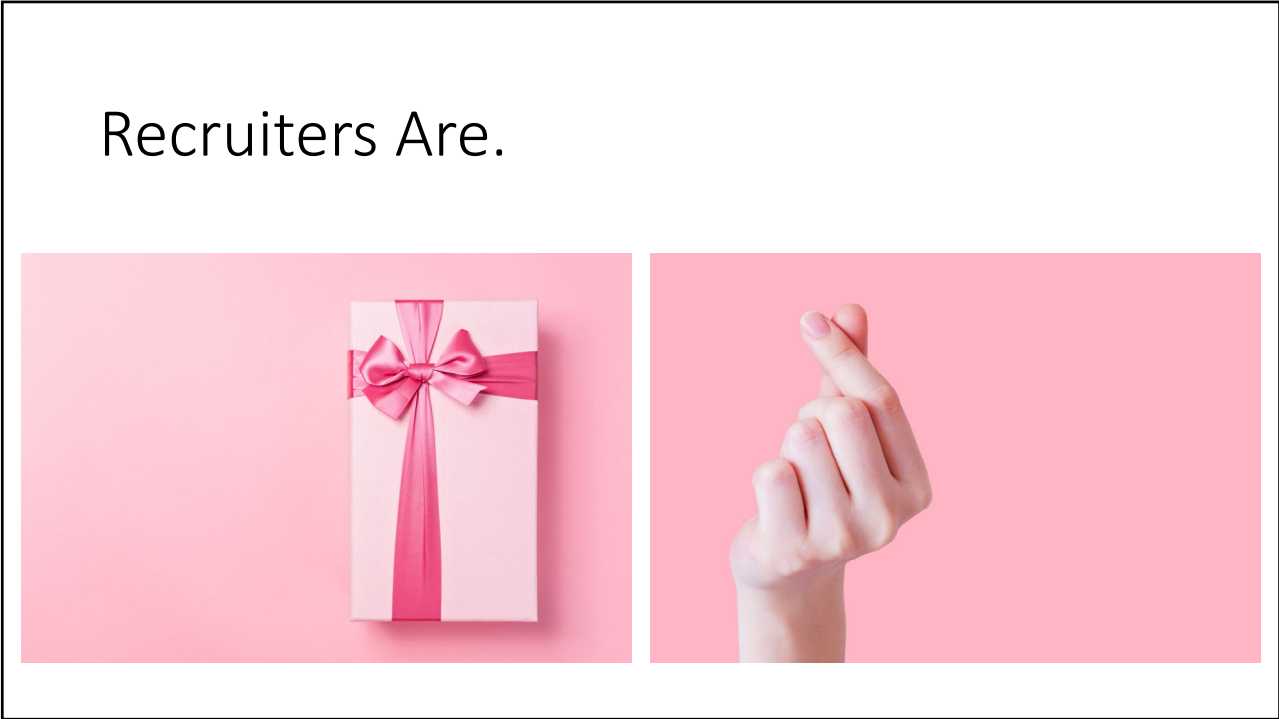
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A Special Kind of Recruiter.

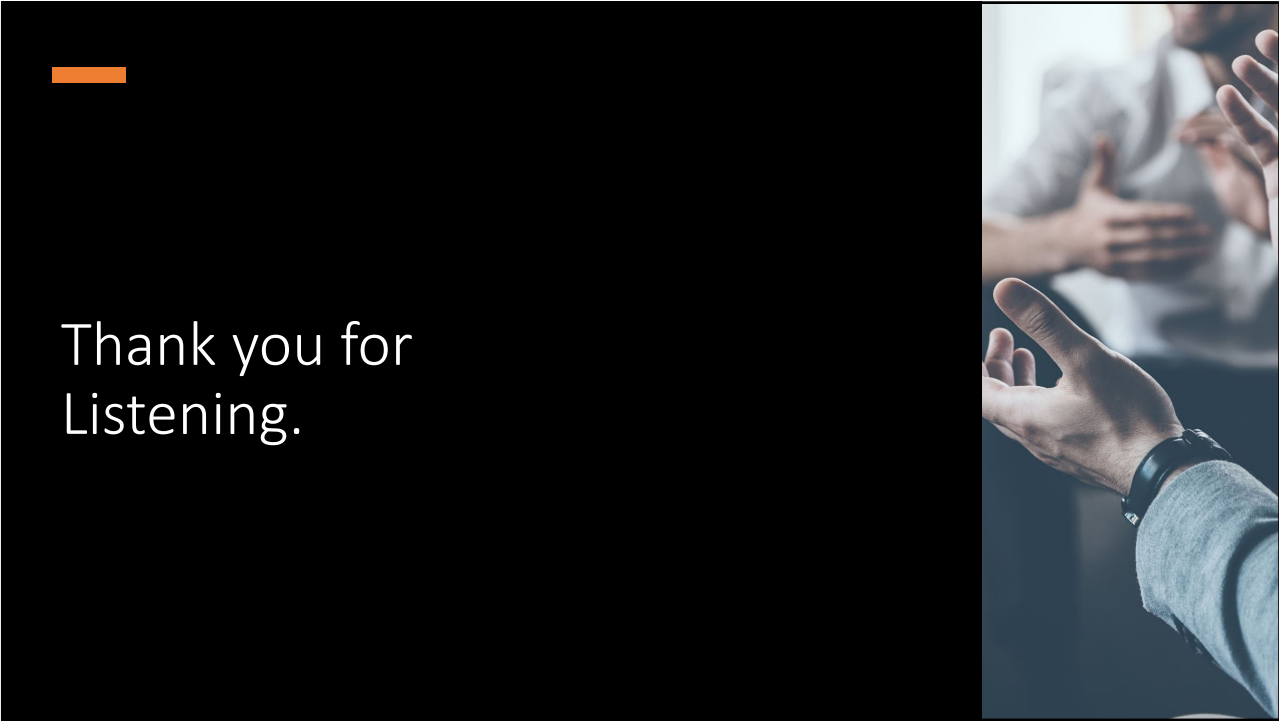
- 1. Personalized Gifting**
- 2. Curated Content**
- 3. Attend Conferences and Seminars**
- 4. Offer Assistance**
- 5. Professional Development Together**
- 6. Ask for Their Advice**
- 7. Celebrate Milestones**
- 8. Write a Personalized Note**
- 9. Be Genuine and Patient**



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