Recruitment Solutions and People Development Packages
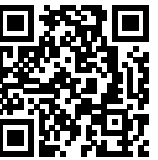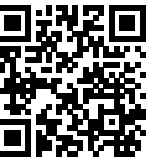

Location   **North, Lancashire**

https://www.freeadsz.co.uk/x-426599-z

We can help you hire or promote the right person who fits the job and fits in the team in terms of behaviours, motivation and attitude. We can help you put in place tools for large scale recruitment campaigns and sift 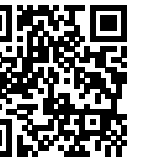large volumes of applications. Look for passion – can the candidate be the best they can be in this job? Don't be fooled – ask candidates to demonstrate key aspects of the job. Know what amazing looks like in the job – skills, knowledge and behaviours. Give an authentic experience of your business to candidates. Evaluate, evaluate, evaluate – get value for your money. Pre-plan your interview questions and what good and poor answers look like. Encourage candidates to prepare and use the STAR approach:

 the Situation they faced, the Task needed, the Action they took and the Result. Use the Observe, Record, Classify, Evaluate approach when assessing. Use a five point rating scale and a scoring system to bring objectivity. Embrace the benefits of psychometric tests and the objectivity they can bring. We can help people be better at their job, developing their self-awareness and personal capabilities; or change career and find a new start. We can help teams understand each other and function better. Reveal their individual strengths, then dare people to use them. Give your people the courage to stretch themselves and develop their capabilities. Crave individuality in teams – unique perspectives bring hidden delights. Fulfil your business objectives by setting clear individual and team goals. Communicate, communicate, communicate – it's a two-way thing. Write down and agree their role and responsibilities. Exchange expectations; discuss what you expect of them and what they expect of you. Delegate and gently turn the volume up or down on your support to reflect their progress. Embrace risk and let them learn from failure. Recognise and reward good behaviour and attitude. Give and ask for feedback, make it specific, timely and based in evidence; what behaviour that led to what outcome. :