

The old saying goes: people don't leave companies, they leave managers. The reverse is also true -- many internal and external candidates take a new role because they want to work with that Hiring Manager.

Hiring Managers are key for attracting, landing and keeping great talent, and with a little support, they can become Recruitment Rock Stars and the secret weapons in your Talent Acquisition Strategy. According to our team of Talent Acquisition Specialists, here's what these Rock Stars have in common:

THEY'RE HANDS ON

Rock Stars get involved at the outset of the recruitment process and provide detailed input on ideal candidates, success factors, and what they're looking for in terms of experience, skills, and attitudes.

THEY WORK THEIR NETWORKS

These managers actively promote open roles in their networks, for themselves and their colleagues. You can help them out by providing a compelling, succinct summary they can share on social media, in chat groups, and by email.

THEY LEVERAGE LINKEDIN

Candidates almost always check out the Hiring Manager before their interview. Recruitment Rock Stars make sure their LinkedIn profile is up to date and shines a light on their accomplishments, as well as on your organization. Consider some LinkedIn workshops for your managers.

THEY HAVE EXCELLENT INTERVIEW SKILLS

A poor interview can turn off a great candidate very quickly. That's why Rock Stars keep their interview skills sharp. Does your organization offer regular interview skills training?

THEY ARE DE&I CHAMPIONS

Recruitment Rock Stars know that diverse teams are effective teams, and they apply their anti-bias training and a solid understanding of the organization's diversity, equity and inclusion commitments when they're recruiting. Make sure your managers can support DE&I in their hiring practices.

THEY ARE PREPARED

Rock Star Hiring Managers prepare carefully for each interview. They plan high-value questions and use stories to present themselves and your organization in the best possible way. Consider providing an interview planning template to help your future Rock Stars prepare for interviews.

THEY CLOSE THE LOOP

It's easy for busy managers and recruiters to put off the important debriefing session for each candidate. Recruitment Rock Stars take great notes during and after the interview so they're ready to share with the recruitment team. Make sure you book debrief time in managers' calendars as soon as possible after interviews.

THEY NEVER STOP RECRUITING

Recruitment Rock Stars know that even if they aren't actively hiring new team members, they are employer brand ambassadors who are always on the lookout for great talent. Do your Hiring Managers have a talk track they can use to promote your organization and encourage potential candidates to apply?

We work with some of Canada's best employers to help them find, grow and keep the best talent. Ask how our experienced team can help your Hiring Managers become Recruitment Rock Stars.

Join our Conversation

If you're looking for more ideas to attract top talent, give us a call.



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