American Osteopathic College of Dermatology
2018 Spring Current Concepts

Recruit and Select The Best Talent
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WHY ???

You are not just recruiting employees, BUT ...

sowing the seeds of your reputation
Imagine....

- The Best Team Ever ...
- How did it feel? ...
- What would it be like? ...
Three Simple Truths

- If you begin with “who” rather than “what,” you can more easily adapt to a changing world.
- If you have the right people on the bus, the problem of how to motivate and manage people largely goes away.
- If you have the wrong people, it doesn’t matter if you have the right direction – you still won’t have a great company.

+ “Good to Great”
  Jim Collins
What percentage of departing employees express dissatisfaction before quitting?

Only 25%
The Cost of Turnover ....

- 16-20% of annual salary for high turnover positions
- 20% for midrange positions
- Up to 213% of annual salary for highly educated positions

Plus ...The Real Cost ...

- Screening Costs
- On-boarding
- Lost Productivity
- Lost Engagement
- Customer Service & Errors
- Training Costs
- Cultural Impact

- Source – Zane Benefits, February, 2016
Source, Screen, Select
Where to Begin

...Sourcing!

- Referrals....Best Source Ever
  - Formalize the process

- Online Sources produced 86% of interviews and 72% of hires in 2016

- Track where your best are coming from and measure the outcomes

Source: SHRM, Employee Referrals Remain Top Source for Hires (June 23, 2017)
**SCREEN**

- Use Peer Interviewing
- Use a Validated Tool
- Ask for References
- Background Checks

You can train Skills...

You can’t train attitude ..... Hire as is ...if you get any change ...it’s a bonus
What makes employees stay and work hard for your company?

- Employees join a company for rational motives:
  - Better compensation
  - Benefits
  - Career Opportunities

They stay and work hard for emotional ones.

“The organization will never be what the people are not.”

+ Price Pritchett

“The Ethics of Excellence”