

American Osteopathic College of Dermatology
2018 Spring Current Concepts

Recruit and Select The Best Talent

- *“The opinions expressed in this presentation and on the following slides are solely those of the Presenter and not necessarily those of The American Osteopathic College of Dermatology. The Presenter has no relevant nonfinancial relationship(s) to disclose.*

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 ? ...

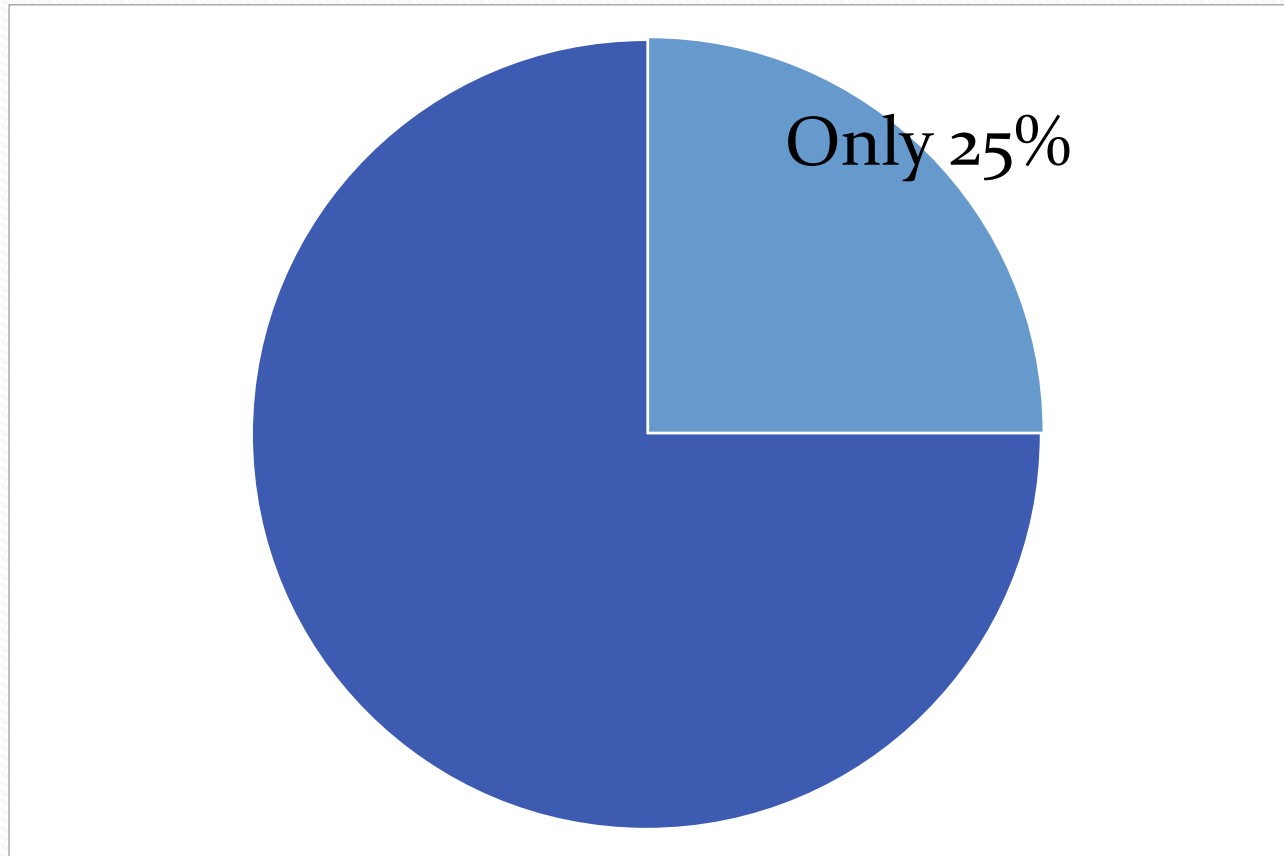
Three Simple Truths

- 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?



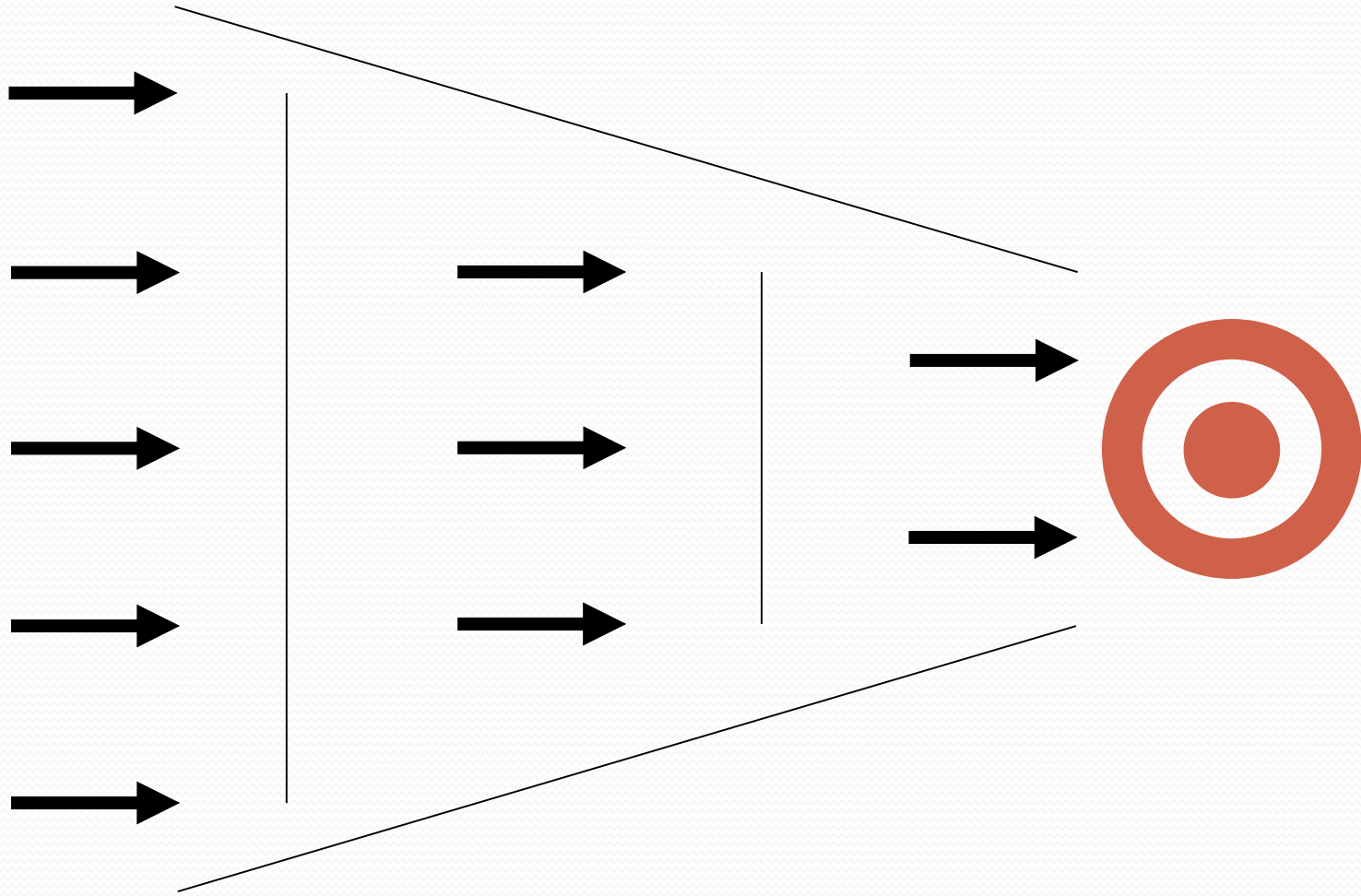
The Cost of Turnover

- 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, Screen, Select



Where to Begin ...Sourcing !

- ReferralsBest 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



- 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.

People

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

+ Price Pritchett

“The Ethics of Excellence”