



SPOTTING AND HIRING TALENT

"The person born with a talent they are meant to use will find their greatest happiness in using it." — Johann Wolfgang von Goethe

Spotting and hiring talent, also known as talent acquisition is a hot topic in today's organizations. That is because finding and keeping talent is more challenging than ever. Regardless of whether your organization is a family-owned business or a global corporation, you need to do your part in helping the company find, attract and keep talented employees. In addition to your existing process and planning, the following are useful guidelines to follow when presented with this challenge:

1. Identify your perfect employee.

Analyze your top performers to determine what defines your most successful employees. Make sure to seek these traits in potential candidates.

2. Network.

As the Six Degrees of Separation theory suggests, any one of us is six or fewer connections away from any other person on this planet. While this theory may or may not be true, networking is a tried and tested way of meeting amazing people, people that can become future employees or business partners.

3. Follow rules, but trust your intuition.

Just because someone has performed well in one industry or environment does not mean their success will be guaranteed within your company. Intuition can be your ally in assessing and judging this correctly.

4. Approach hiring as a team.

Involve several people in order to incorporate a variety of perspectives in the hiring process. This way you avoid falling into the trap of hiring someone simply because they were nice or they reminded you of yourself.

5. Be careful not to oversell your company.

Always be honest with candidates about the stage of development of your firm, the organizational culture and your plans for the future of the company. If you are facing a certain business challenge and are seeking a candidate to address it, clearly communicate this situation as a positive challenge in order to motivate the candidate and get them more interested in the position.

6. Assess prospects' problem solving

skills and approach.

Learn about a candidate's approach to solving problems by asking them how they achieved the results they highlighted in their resume.

7. Learn to read non-verbal cues.

Candidates can give you many non-verbal cues, especially in an interview setting. Because there's often a lot at stake with landing a new job, these cues are heightened during interviews. Carefully observe the personality type, level of confidence, and level of formality of candidates, among the rest.

8. Look for a cultural fit.

Try to determine if the candidate shares your cultural values, and if they are likely to support and drive your company's mission and vision through their work.

9. Make a timely decision.

If you delay your decision or hiring is not your priority, you may miss out on good talent. Sometimes candidates are between jobs, and if another company offers them a position first, they are likely to accept it.

DEALING WITH CHANGE POSITIVELY

Change, they say, is the only constant in life. Being resilient and able to adapt to new situations quickly can help you achieve your goals faster, both in business and life. The following tips show you how to move from resistance to change, to making change beneficial.

1. Accept change as a normal part of life.

The more you develop an understanding that change will happen, the less surprised and the more mentally prepared you will be when you face it.

2. Never lose sight of the big picture.

The first thing you should do when change happens is to refocus on your business goals, regardless of whether the change is small or large. After zooming in closely on what's important, you can sharpen up your focus and adjust your tactics accordingly.

3. Change could be an effective weapon against competition.

Remember that change and innovation are not only excellent for creating business success, but also for differentiating your company from the competition. If the market changed preferences, start catering to that change before your competitors do.

4. Become comfortable with risk-taking.

Make it a point to take small, calculated risks each day. This way you will exercise your risk-taking

muscle and feel less anxious and negatively affected by change when it happens.

5. Look forward, not backward.

The problem or change lies in the past. The solution you are seeking lies in the future. If you want to roll with the change, you should spend more time focusing on finding a solution and less on resisting the change.

6. Keep a positive outlook.

Don't look at change as an obstacle, but rather as an opportunity and a way for your business to grow and succeed. Instead giving in to negative feelings, try to frame change in a positive light and focus on how to overcome the challenges that come with it.

7. Read relevant literature.

It only takes one idea in a book to take your life or business to a whole new level. Someone, somewhere, at some point, has faced the same challenges that your business is currently facing, and made it through. Make an effort to read relevant literature, and keep a library of ideas that you would like to work on in the future.



8. Be flexible. Have a plan B. The worst idea is having only one idea. Knowing you have more than one option to lean on is a great relief.

9. Support your employees through big changes.

If your company is facing a change, and the change is anticipated and expected to have a growing impact over time, make sure the affected employees have the right information, tools and support in order to navigate through the change successfully.



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