



THE SMARTER WAY ENTERPRISES PRESENTS...

**THE RECIPE FOR RECRUITING,
TRAINING & DEVELOPING EMPLOYEES**



THE SMARTER WAY ENTERPRISES

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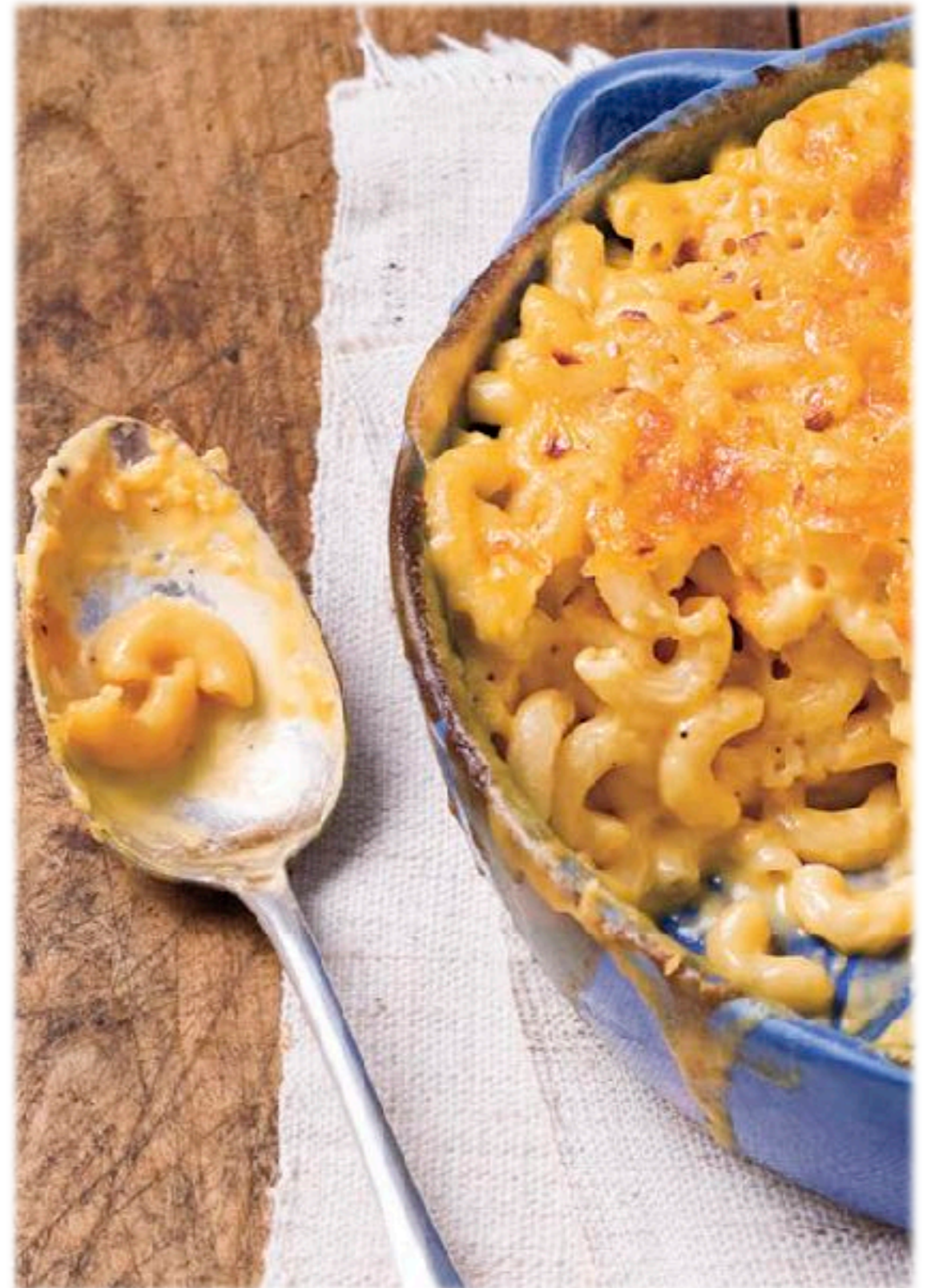
I have worked in senior leadership and management roles in higher education, learning & development, finance and sales over the past 10 years.

I help people achieve peak performance by training them to stretch outside their comfort zone and teaching them to find innovative ways to reach their goals.

I have a passion for adult education and training as I believe it is one way for organizations to tap into the underutilized talent inside every corner of their business.

WHAT MAKES A GOOD DISH?

- ▶ An amazing recipe
- ▶ The right ingredients
- ▶ The proper preparation
- ▶ The right time and temperature to cook



**THEN WHAT RECIPE
MAKES A GOOD
ORGANIZATION?**

A GOOD ORGANIZATION INCLUDES...

- ▶ Recipe = Mission, Vision and Strategy
- ▶ Ingredients = Recruiting
- ▶ Preparation = Training
- ▶ Cooking = Developing



*THE MOST TREASURED
THINGS PASSED DOWN
FROM GENERATION TO
GENERATION ARE THE
FAMILY RECIPES*

Robert St. John, Chef

YOUR RECIPE

- ▶ Mission statements describe why an organization exists
- ▶ Vision statements describe the future an organization seeks to create
- ▶ Strategic initiatives are the actions an organization takes to live out the mission and realize the vision



***GREAT INGREDIENTS
MAKE GREAT FOOD***

YOUR INGREDIENTS

If you start off with the right type of employees your results will not only be better but you can get them faster.

The right type of employee...

- ▶ Believes in your mission
- ▶ Gets excited about your vision
- ▶ Has the skills to execute the strategy



**HOW DO YOU FIND
THE RIGHT PEOPLE?**

RECRUITING

Most organizations think about recruiting as a single step process.

This singular focus restricts an organization's talent pool.



RECRUITING

Most organizations think about recruiting as a single step process.

This singular focus restricts an organization's talent pool.

Instead organizations should think of recruiting as an ecosystem that broadens their talent pool to an ocean.



**HOW DO YOU TURN
YOUR TALENT POOL
INTO AN OCEAN?**

RECRUITING

You create an ecosystem that produces the most talent by having a strategy to recruit talented people. 3 ways to get good “ingredients” are...

SCAVENGING

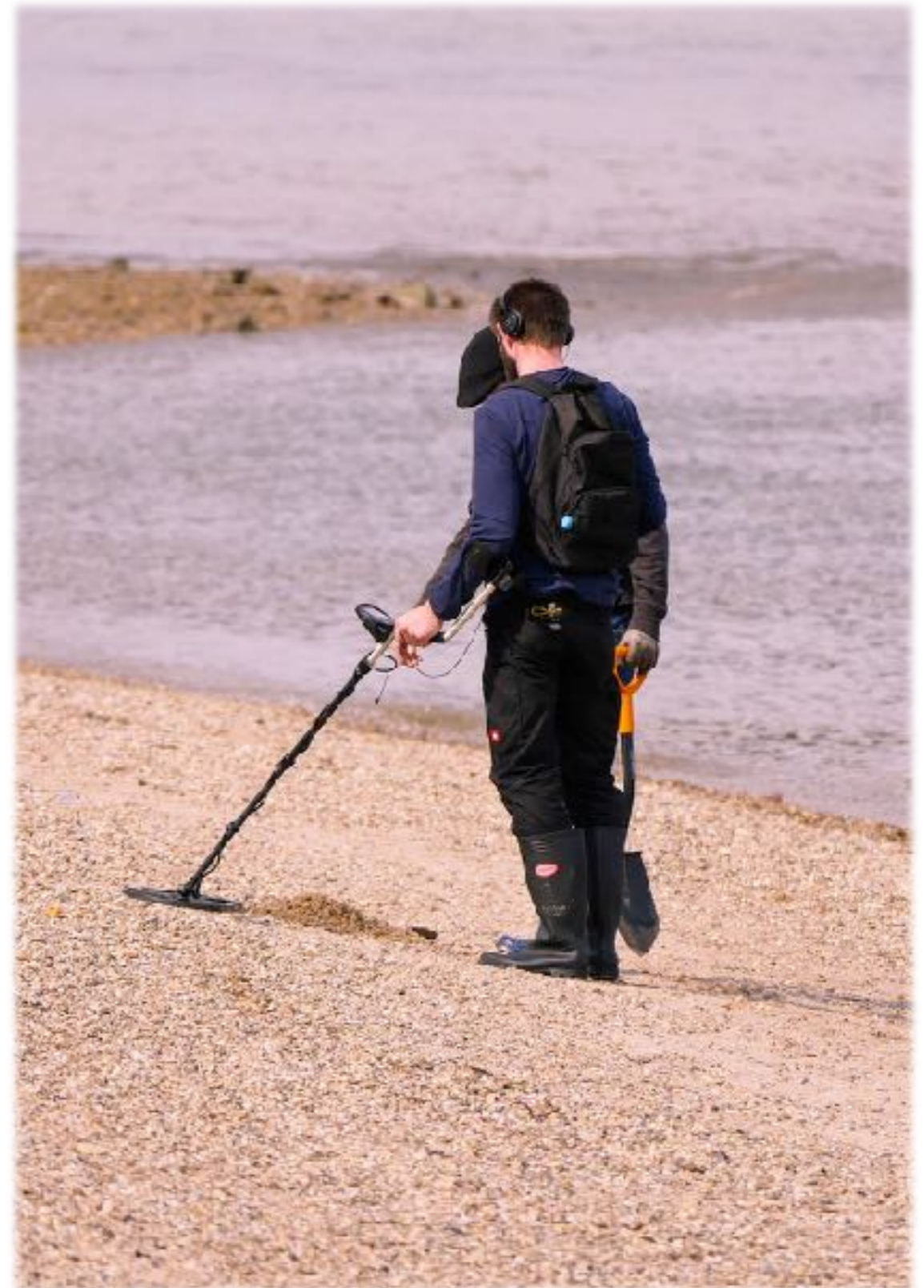
HUNTING

HARVESTING



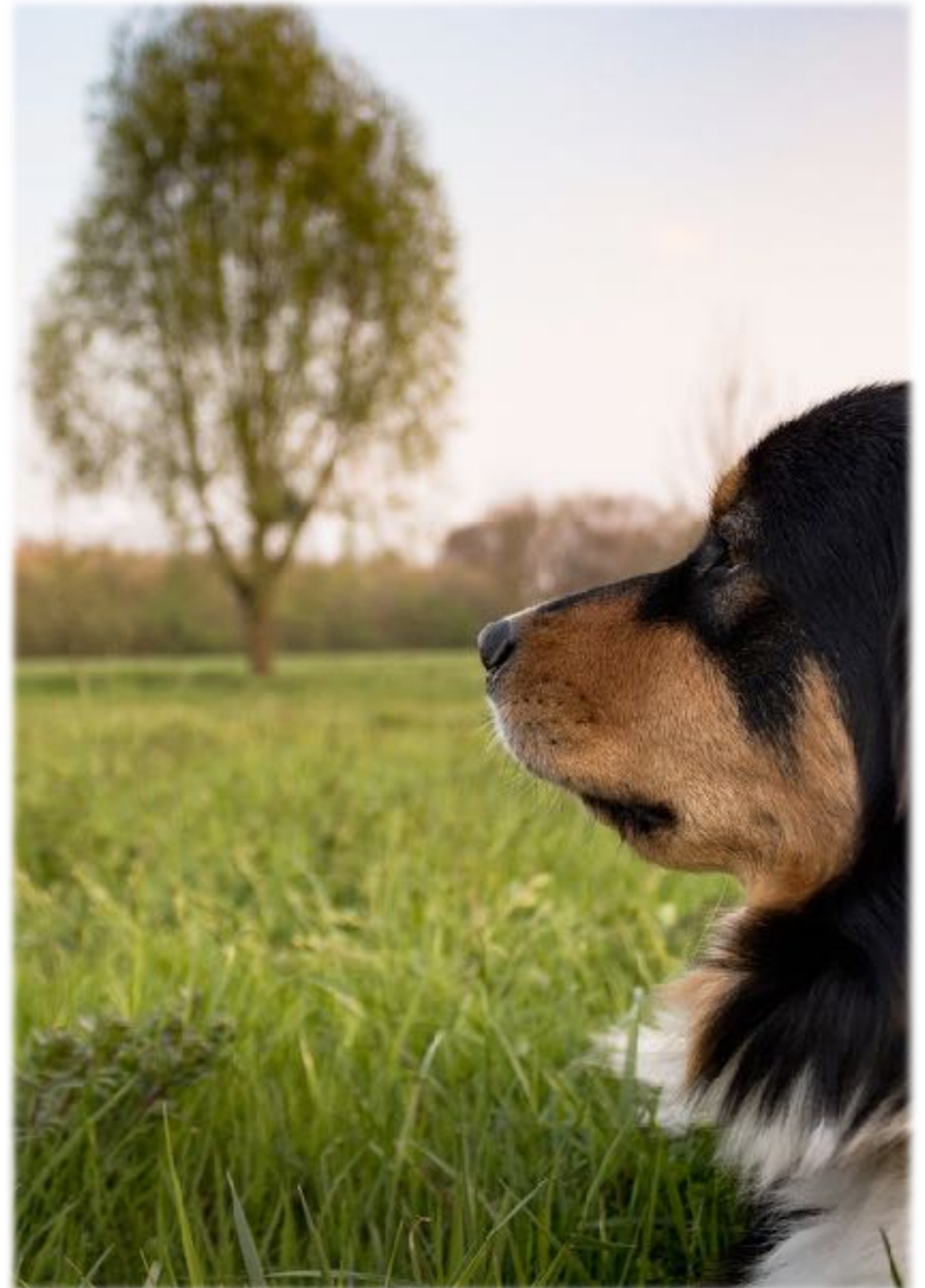
SCAVENGING IS...

- ▶ Searching job boards and job fairs for people who are looking for work
- ▶ Using recruiters to find available candidates



HUNTING IS...

- ▶ Utilizing existing networks of professionals and current employees to identify candidates
- ▶ Creating the perfect environment to attract your ideal candidate



HARVESTING IS...

- ▶ Developing talent within your organization for roles other than their current roles
- ▶ Leveraging existing resources and relationships inside your company to create a progression path for people



*GREAT COOKING
FAVORS THE
PREPARED HANDS*

Jacques Pepin, Chef

TRAINING

When employees enter your organization you want to make sure they start off on the right foot.

Early mistakes in training and on-boarding can have long lasting detrimental impacts on performance.

Mistakes in training and on-boarding can lead to disgruntled employees who are not making valuable contributions to your organization.



**HOW DO YOU PREVENT
NEW EMPLOYEES FROM
BECOMING DISGRUNTLED?**

TRAINING

You want to make sure that your training program for on-boarding employees focuses on...

- ▶ Creating a clear image of your mission, vision and strategy
- ▶ Showing how their role fits into your strategy
- ▶ Demonstrating the right behaviors that lead to the intended results
- ▶ Ensuring competency of the fundamentals of their role ***before*** they start doing it



*I THINK CAREFUL
COOKING IS LOVE
DON'T YOU?*

Julia Child, Chef

DEVELOPING

Development means creating the right environment for a person to become their ideal self.

Most organizations get less production from most of their employees due to burnout, frustration and a lack of skill than they'd like to admit.



**HOW DO YOU CREATE
ROCKSTARS?**

DEVELOPING

Employee development means having a short term plan for an employee so they be competent performers in their current role **as soon as possible.**

Employee development also includes a **collaborative** effort to create a long term plan for an employee so they can progress to become peak performers or a able to embrace new set of responsibilities.



**WHAT CAN YOU
DO RIGHT NOW TO
MAKE A CHANGE?**

IMMEDIATE IMPACT STEPS

Find out the answers to the following questions...

- ▶ How does our strategy align with our mission and vision?
- ▶ Do our current recruiting efforts include scavenging, hunting and harvesting?
- ▶ Does our training program for on-boarding allow new employees to achieve results **as soon as possible?**
- ▶ Does our development of existing employees include a short and a long term plan?



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