



MIW HR Trendspotter: Successful Recruiting in a Gradually Rebounding Economy

History shows us that great change occurs after great crisis. After a long and challenging couple of years, companies are looking at their organizations through different eyes. Hiring is expected to resume, albeit gradually, and, now more than ever, hiring the *right* people is imperative. Organizations in the know are moving away from old methods of recruiting and using history as a guide to create a roadmap to move forward.

Due to competing demands, reduced workforces and the need to do less with more, many organizations are finding that they just don't have the time and internal resources necessary to invest in the hiring, performance management and retention processes. Instead, recent trends show that more organizations are turning to outside consulting firms to help them navigate the recruitment terrain from beginning to end.

As more organizations seek assistance from external consulting firms, including those whom they've utilized in the past, they're realizing that there's a vast difference between firms that provide 'pre-packaged' solutions vs. those that take the time to really get to know their clients' organizations—including their vision, culture, and goals, as well as hiring and retention practices—to help them hone in on their ideal candidates.

CFN has identified one such consulting firm, whose commitment to and record of success has made them stand out from the crowd. As a trusted resource, their high-touch approach mirrors CFN's own service philosophy. In addition to taking the time to really familiarize themselves with their clients' organizations, concurrently, they develop an intimate relationship with their candidates, so that they can act as a bridge of communication throughout the interview process, as well as through negotiations and acceptance. Their targeted research to find the passive candidates—people not necessarily looking to make an immediate change but who may be allured by a better opportunity if approached in the right way with the right offer—has helped numerous organizations get to these high performers first.

What creates great companies are great people, and every company is looking for those exceptional candidates that can make a difference. Recruiting is a collaborative process that, done well, enhances the performance of an organization, contributes to the well-being of the entire staff and increases employee retention.

For more information, please contact us at makeitwork@corporatefamilynetwork.com.