



In today's flooded job market, where economic uncertainty and on-again, off-again hiring freezes are commonplace, successfully recruiting top-level talent is often a daunting, time-consuming task. As recruiting specialists, Meeker & Associates understands the challenging staffing environment you face. Here are a few of the strategies we've developed to help you find and recruit top-level talent.

10 STRATEGIES FOR SUCCESS

1. Build a great team of quality people—emphasize not only skills, but also leadership and integrity.
2. Define position responsibilities correctly and realistically the first time.
3. Keep in frequent contact with the candidate you are interested in.
4. Treat all candidates with courtesy, including those who are not a fit for your immediate needs—you may need them in the future.
5. Invite the candidate to join you and some of your colleagues at a national or regional conference.
6. If you are unable to make an offer immediately, contract with the individual as a consultant.
7. Add the individual to the distribution list for all company press releases.
8. If the individual lives in a different location, ask key members of the leadership team to meet with them during business trips in the area.
9. If your company has to make difficult announcements about reorganizations, layoffs, or other negative financial news, alert the prospect as soon as it is appropriate.
10. Frequently and directly communicate with the individual to relay your own perspective about the long-term prospects for hiring, and the long-term value of considering your company as a place to work.

At Meeker & Associates, our enterprising team of executive placement professionals will help you find the best candidates, in a timely manner, while effectively using your resources to ensure the highest return on your investment. Let us show you how. Contact us at 952.921.3262 or visit us online at www.johnmeeker.com.

