

Hiring the best and retaining them too Part III

The first element to successful interviewing

As we are well aware, competition for great candidates is brutal and it is getting increasingly competitive. Any company whose growth depends on the contribution of great employees should always be thinking of tomorrow when recruiting for today. Effective interviewing involves investing time in future relationships with both current and future candidates.

When ready to set up interviews, I hope that the following tips will assist you towards successful hires:

- Remember that the candidate not suitable today, may be suitable for a future hire
- Remember that the undesirable candidate may have colleagues/associates who are suitable
- Remember that bad news travels faster than good so...treat all candidates as if they were your clients
- Remember to prepare for your interviews, return calls promptly and be honest when responding to enquiries
- Remember that as important as it is to avoid hiring the wrong person, it is even more important to prevent the right person from falling through the cracks.

And always remember, as I mentioned in last month's issue, moving quickly is important, as time lost is equal to talent lost.

Next month we will look at the main element to successful interviewing; the meeting itself.

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