

Peter Drucker - Guru

“The toughest decisions in organizations are people decisions – hiring, promoting, firing, etc. The ability to make good decisions regarding people represents one of the last reliable sources of competitive advantage since very few organizations are good at it.”



STATS

18.8 million employees are 25-64 years old

5.37 million = 45-54

4.79 million = 35-44

4.61 million = 25-34

Heavy retirement cycle - 2010 - 2017



GEN X - 33-45 YEARS OF AGE

INDEPENDENT SELF SUFFICIENT

EMBRACE TECHNOLOGY

NEED PHILOSOPHICAL ALIGNMENT

LOOK FOR WAYS TO IMPROVE THEMSELVES

INDIVIDUAL LOYALTY VS. COMPANY



MELLENNIALS – 22-34 YEARS OF AGE

ENGAGED TECHNICALLY

ENTITLEMENT

EXPECT POSITIVE REINFORCEMENT

LOOK FOR MENTORSHIP

DIFFICULTY WITH CRITICISM

PHILOSOPHICAL SOCIAL ALIGNMENT



Don'ts - ☹️

Belabor your hiring process

Mismanage a possible candidate's expectations

Ask them to share lists or professional information during interview process

Ask them to put in exorbitant work hours w/o pay-off

Depreciate their value with low salary offering

Offer packages that are non-competitive in terms of benefits and vacation

Over promise and undelivered



Do's - 😊

Sell your culture truthfully and well

Have more than company rep in on interviews

Tell them what it takes to be successful

Be sensitive to work/life balance requirements

Know what they want – it's a surprise and delight game

Offer a competitive package – minimum 3 weeks holidays and benefits immediately

Under promise and over deliver

Have an on-boarding strategy



Hire Smart - 😊

Ensure your company has a competitive hiring advantage.

Advertise your corporate social responsibility – website or other.

Be confident in what your current employees are saying about you and your company.

Hire for fit.

Understand the process of on-boarding – it begins with interviewing!

Plan for succession and hire for depth.

Identify the next level of leadership and plan for progression.

Great begets great!

Access help – recruitment and leadership coaches/consultants.





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