



Attracting and Retaining Key Employees to your startup

Delivering **Quality** - centric and
Value - based staffing solutions through **People**.

Agenda

- Process
- Top Reasons for changing jobs
- Methods
 - Internal
 - External
- Tell your Story

Process

1. Define organizational goals
2. Identify key weaknesses and strengths of current leadership team
3. Define roles to build on those weaknesses
4. Find people
5. Hire people
6. Achieve Goals

Top 5 reasons to change jobs

1. Growth
2. Recognition
3. Leadership/Management Team
4. Technical environment and training
5. Benefits: Commute, flexibility, etc.

Methodology

- Internet Based
 - Job Boards
 - Networking Sites

- Non-internet Based
 - Conferences
 - Networking Events
 - Luncheons

- Outsourcing
 - Contingent Searches
 - Retained Searches

Methodology (Cont.)

- Initial Screen
- Interview Process
 - Don't be afraid to get outside help
- Offer
- Close

Tell Your Story

- Website
- Brochures
- Elevator Pitch
- Newspapers/PR