

# Hiring and Retention Strategies



Publications

Hiring Strategy – starts with knowing what you’re looking for, attracting the right people, then hiring for fit

## How do you know what to look for?

- Reflect on Mission, Vision, Values and Culture
- Be clear on what it takes to be successful on your team
- Reconsider what skills are “must haves” vs trainable

## It’s not just about the tasks of doing a job, it’s about culture fit.

When you’re clear on what you’re looking for, how do you find it? There’s lots of competition for talent, so what makes you stand out? Ideas to explore to attract appropriate candidates include:

- Referral programs
- Speak to impact/meaning of work, not just tasks of job
- Share total compensation picture
- Reconsider your marketing – how attractive is the opportunity?
- Make it easy to apply

## Hiring for Fit

- Requires knowing your culture, what makes you unique
- Recruitment & Selection processes should reflect your culture
- Focus on assessing attitude and motivation more than aptitude and skill set
- Consider if interview training would benefit your leaders to eliminate biases
- Offer realistic job previews to ensure candidates are well-informed of what it’s like to be on your team

## Retention Strategies – How do you keep good people?

- Provide effective leadership (People don’t quit their jobs, they quit their bosses)
- Set people up for success with an effective orientation and clear expectations
- Review tools and resources available
- Communicate and keep team members informed
- Celebrate!
- Listen to strong performers – Conduct “stay” interviews to understand what people value about the team
- Provide wellness benefits – show value for the contribution team members make
- Offer opportunities for growth and development
- Consider when you can be flexible
- Provide meaningful, authentic recognition

**Bottom line: Be consistent - Invest in your people, and they’ll invest in the organization**



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