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In his landmark book, *The ROI of Human Capital*, Jac Fitz-enz presented a system of powerful metrics for quantifying the contributions of individual employees to a company's bottom line. Now, in *The New HR Analytics*, he reveals how human resources professionals can apply this expense-based knowledge to make the most strategic staffing decisions for their companies. Using Fitz-enz's proprietary analytic model, readers will be equipped to measure and evaluate past and current returns and apply the information to make predications about the future value of human capital investments. You'll learn how to: evaluate and prioritize the skills needed to sustain performance; build an agile workforce through flexible Capability Planning; determine how the organization can stimulate and reward behaviors that matter; apply a proven succession planning strategy that leverages employee engagement and drives top-line revenue growth; and recognize risks and formulate responses that avoid surprises. Brimming with real-world examples and input from thirty top HR practitioners and thought leaders as well as exclusive analytical tools, this groundbreaking book ushers in a new era in human resources and human capital management.

From the New York Times Bestselling author of *The One Minute Manager* Your competitive edge in today's business environment is all about the power of loyalty. So if you want to succeed, it's time to think outside the box of traditional customer service. *The Simple Truths of Service* is an inspiring true story about Johnny, a very

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special young man whose creative choices will spark the way your company approaches their clients. By putting his own personal mark on each customer interaction, Johnny makes it clear that the bottom line of service is to lead with the heart. His story, along with many others, provide a tool kit for the success of your company. After reading this book, your service team will be bursting with new ways to stand out from the crowd and really make a difference.

History of Entomology in India Entomology is a biological science dealing with a specific group of organisms, the insects. Man originated about a million years ago, and insects at least 500 million years ago. Insects constitute the largest Class of the whole living organisms and about 72 per cent of all living animals are insects with 9-15 lakh known species. Insects are omnipresent and each crop we cultivate is being attacked by at least a dozen of insect species called as pests. Apart from the pest insects there are several productive and useful insects. Insects are considered as one of the major constrain in increasing agricultural productivity. Hence it is important to understand about the insects, their biology, classification and management. Our earliest knowledge about insects dates back to 6000 yrs. as our Indian ancestors were well versed in the art of rearing silk worms and weaving silk cloth. Even during 3870 BC an Indian king sent various silken materials as presents to a Persian king.

Employee engagement and loyalty can be an elusive topic. The 7 Intuitive Laws of Employee Loyalty is a guidebook for organizational leaders looking to curate a

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culture that engages their teams in doing great work. This book presents the fundamental principles to develop a truly engaged and loyal workforce. Take the guesswork out of the process! You will uncover inspiring and implementable practices from page one that will leave your employees feeling energized to produce, inspired to innovate, and more compelled to stay.

The Power of a Good Fight By Lynne Eisaguirre
Attract top talent and energize your workforce with a **MAGNETIC CULTURE** “Sheridan outlines simple but powerful steps to take in creating and maintaining an organization that fosters an environment with similar attraction.” —Marshall Goldsmith, Ph.D., international bestselling author of *MOJO* and *What Got You Here Won't Get You There* “A compelling case for and guide to the creation of a high engagement/high performance workforce.” —Douglas R. Conant, retired president and CEO, Campbell Soup Company; New York Times bestselling author of *TouchPoints* “It's impossible for any company to have a monopoly on talent. But it is possible to have the best culture. Sheridan shares insights and best practices for creating an engaging culture where associates can grow and thrive.” —Frits van Paassche n, president and CEO, Starwood Hotels & Resorts Worldwide, Inc. “A long time ago I discovered that when employees are passionate about their work, customers are passionate about the company. Kevin Sheridan knows that secret too. His insights on finding the right people and getting them engaged can change your culture forever.” —Quint Studer, founder of Studer Group, 2010 Malcolm Baldrige National Quality Award

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recipient “This book is filled with practical ideas, illuminating case stories, and fresh perspectives to stir employee engagement in any organization.” —Pamela Meyer, Ph.D., author of *From Workplace to Playspace: Innovating, Learning and Changing through Dynamic Engagement*

About the Book: The perils of a disengaged workforce are well known—low productivity, high employee turnover, and failure to meet organization-wide goals. Less well known is what to do about it. How do you create a workforce that is always ready, able, and eager to take the organization to the next level? You have to create a **MAGNETIC CULTURE**. As CEO of leading employee survey and HR consulting firm HR Solutions, Inc., Kevin Sheridan knows how it’s done—and in *Building a Magnetic Culture*, he shares all his secrets. *Building a Magnetic Culture* explains what engages and motivates employees and how to create an environment in which employees can thrive. Drawing on years of research and real-world examples from his consulting experience, Sheridan gives you the strategies and tactics you need to transform your company by creating and sustaining a Magnetic Culture. Providing benchmarking and best practices, as well as interviews with executives and HR professionals at companies that boast the highest levels of employee engagement, Sheridan outlines an easy-to-follow plan that:

- Attracts the most talented people—and retains them
- Makes employees feel they are part of the value that their organization creates
- Increases Employee Engagement and drives productivity
- Boosts creativity and problem solving

According to HR Solutions’ own employee

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survey results, actively engaged employees show four times more satisfaction in their work and are four times less likely to leave than disengaged employees are. Is there a reason not to make building a Magnetic Culture your top priority? Simply put, organizations that place a high value on actively cultivating a culture of engagement stand apart from their competition and enjoy superior business results.

An Updated Classic for Reducing Turnover and Improving Engagement. For decades organizations have struggled to better engage and retain their best employees. Retention expert Richard Finnegan proposes a proven and proactive approach, the Stay Interview: an easy-to-use tool to uncover, anticipate, and resolve issues and concerns before your best employees leave. Stay Interviews do three things that employee surveys do not: they deliver information that can be used today; they give practical insights for engaging and retaining top performers; and they provide managers with a reliable process for developing individual stay plans. One of SHRM's all-time bestselling books, *The Power of Stay Interviews*, is now revised and updated to reflect Generations at work, including Millennials and Older Workers, brand-new Stay Interview questions, and introduces "Finnegan's Arrow"--a potent business-driven strategy for Stay Interviews.

"It's not what you know, but who you know that matters." Whether you like it or not, it's hard not to recognize that there is amazing power in the relationships we have with others. Yet most people fail to harness this power to fuel their own success-

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until now. By picking up this book, you are about to discover the awesome power of Social Gravity. Social Gravity is the invisible combination of forces at work in our relationships with others. Within the pages of this book, you will learn how to harness Social Gravity to attract success in all areas of your life. Discover the Six Laws of Social Gravity to gain powerful tools for making it easier for ideas, information and opportunity to find you. Harnessing Social Gravity will transform your career, your business, and your life.

#1 NEW YORK TIMES BESTSELLER • Brené Brown has taught us what it means to dare greatly, rise strong, and brave the wilderness. Now, based on new research conducted with leaders, change makers, and culture shifters, she's showing us how to put those ideas into practice so we can step up and lead. Look for Brené Brown's new podcast, *Dare to Lead*, as well as her ongoing podcast *Unlocking Us!* **NAMED ONE OF THE BEST BOOKS OF THE YEAR BY BLOOMBERG** Leadership is not about titles, status, and wielding power. A leader is anyone who takes responsibility for recognizing the potential in people and ideas, and has the courage to develop that potential. When we dare to lead, we don't pretend to have the right answers; we stay curious and ask the right questions. We don't see power as finite and hoard it; we know that power becomes infinite when we share it with others. We

don't avoid difficult conversations and situations; we lean into vulnerability when it's necessary to do good work. But daring leadership in a culture defined by scarcity, fear, and uncertainty requires skill-building around traits that are deeply and uniquely human. The irony is that we're choosing not to invest in developing the hearts and minds of leaders at the exact same time as we're scrambling to figure out what we have to offer that machines and AI can't do better and faster. What can we do better? Empathy, connection, and courage, to start. Four-time #1 New York Times bestselling author Brené Brown has spent the past two decades studying the emotions and experiences that give meaning to our lives, and the past seven years working with transformative leaders and teams spanning the globe. She found that leaders in organizations ranging from small entrepreneurial startups and family-owned businesses to nonprofits, civic organizations, and Fortune 50 companies all ask the same question: How do you cultivate braver, more daring leaders, and how do you embed the value of courage in your culture? In this new book, Brown uses research, stories, and examples to answer these questions in the no-BS style that millions of readers have come to expect and love. Brown writes, "One of the most important findings of my career is that daring leadership is a collection of four skill sets that are 100 percent teachable, observable,

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and measurable. It's learning and unlearning that requires brave work, tough conversations, and showing up with your whole heart. Easy? No. Because choosing courage over comfort is not always our default. Worth it? Always. We want to be brave with our lives and our work. It's why we're here." Whether you've read *Daring Greatly* and *Rising Strong* or you're new to Brené Brown's work, this book is for anyone who wants to step up and into brave leadership.

You see stupidity everywhere. This book can fix that. This book will change your life. Every day you're driven nuts by the people around you making common sense errors and irrational decisions. Imagine what life would look like if you didn't have to waste time and energy dealing with stubborn, clueless, argumentative, defensive, or apathetic coworkers! Thank goodness Eric Bailey translates decades of brain science research into every-day language, helping you break through common communication barriers that will improve every relationship in your life. Whether you work in the executive suite or on the front-line, this book will teach you how to cure the stupidity all around you. No other business process has endured such great debate as performance management. Viewed as a critical cornerstone for organizational alignment, it is often met with anxiety and confusion by both managers and employees. For over 50 years,

strategies such as cascading goals and employee ranking have tried to add value to performance management with little success. But in recent years, new ideas have transformed the field into a less formal process designed to encourage employee behaviors that actually drive performance.

Performance Management Transformation takes a practical approach to the current and future state of performance management across the organizational landscape. Case studies from Toyota, Patagonia, Medtronic, GoGo Inflight, and AbbVie, alongside research and commentary by thought leaders in the field, showcase how organizations are taking control and redesigning their performance management processes to address their specific organizational goals, strategies, needs, and preferences.

Preface -- Setting the meeting stage -- So many meetings and so much frustration -- Get rid of meetings? no, solve meetings through science -- Evidence-based strategies for leaders -- The image in the mirror is likely wrong -- Meet for 48 minutes -- Agendas are a hollow crutch -- The bigger, the badder -- Don't get too comfortable in that chair -- Deflate negative energy from the start -- No more talking! -- The folly of the remote call-in meeting -- Putting it all together -- Epilogue: trying to get ahead of the science' using science -- Tool: meeting quality self-assessment -- Tool: sample engagement survey and 360 feedback questions on meetings -- Tool:

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good meeting facilitation checklist -- Tool: huddle
implementation checklist -- Tool: agenda template --
Tool: guide to taking good meeting minutes/notes --
Tool: expectations assessment -- Acknowledgments
-- References -- Index

For working adults, business leaders, and HR professionals who want to lead a more fulfilling life, **THE SECRETS TO HAPPINESS AT WORK** shows how we can thrive at work by making empowered, wise choices about the kind of work we do, the people we work with, and the ways we manage our work-life boundaries. Expert Tracy Bower sets a foundation by making the case for joyful work and life, pointing to research on personal, family, and child health. From stress and sleep to marriage and child development, joyful work is a critical part of a healthy life. The book goes on to provide key touchpoints on fundamental human needs and compelling neuroscience that drive our understanding of experiences at work. In addition, the book debunks myths of work and life in order to provide the reader with new ways of thinking about work and life. **THE SECRETS TO HAPPINESS AT WORK** lays down fundamentals through descriptions of how to create purpose and meaning, and how to find the right match with a company's culture. Tracy emphasizes the power of relationships at work—and the importance of colleagues and coworkers—and how to foster the very best of trust, empathy, and

work with others. **THE SECRETS TO HAPPINESS AT WORK** explains the growth mindset and how to say yes more often, learn from failure, embrace stress, and stretch to achieve fulfillment.

Hiring people who have served time in prison is not only a good cause, it should be a crucial part of your hiring strategy if you want to stay competitive. It's time for businesses everywhere to open their minds to second chance hiring practices. With tens of millions of people in the U.S. with criminal records, companies that successfully implement second chance hiring practices will have a massive competitive advantage over those that do not.

Untapped Talent makes the business case for second chance hiring. From a credible source—the chief investment strategist of one of the country's leading business banks—this book speaks directly to business leaders to explain the economic case for considering alternative sources of employees. It also shows why companies utilizing second chance hiring enjoy a competitive advantage. Throughout, it will include dozens of examples of businesses (from factories to restaurants to retail) which have successfully implemented this strategy. Readers will: Understand what goes into a successful second chance hire, from the support that will be needed internally to the resources that are available from outside agencies. Learn how businesses from a variety of industries have instituted successful

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second chance hiring programs and how this has positively impacted their culture and bottom line. Gain practical onboarding and coaching strategies that will help ensure a smooth transition and a productive, happy new employee.

"Indispensable reading for anyone seeking to improve their professional selves." —Daniel H. Pink, #1 New York Times bestselling author of *When* An essential guide for how to snap out of autopilot and become your own best advocate, with candid anecdotes and easy-to-adopt steps, from veteran HR specialist and popular podcast host Laurie Ruettimann

Chances are you've spent the past few months cooped up inside, buried under a relentless news cycle and work that never seems to switch off. Millions of us worldwide are overworked, exhausted, and trying our hardest—yet not getting the recognition we deserve. It's time for a fix. Top career coach and HR consultant Laurie Ruettimann knows firsthand that work can get a hell of a lot better. A decade ago, Ruettimann was uninspired, blaming others and herself for the unhappiness she felt. Until she had an epiphany: if she wanted a fulfilling existence, she couldn't sit around and wait for change. She had to be her own leader. She had to truly take ahold of life—the good, the bad, and the downright ugly—in order to transform her future. Today, as businesses prioritize their bottom line over employee satisfaction and workers become increasingly isolated, the need

to safeguard your well-being is crucial. And though this sounds intimidating, it's easier to do than you think. Through tactical advice on how to approach work in a smart and healthy manner, which includes knowing when to sign off for the day, doubling down on our capacity to learn, fixing those finances, and beating impostor syndrome once and for all, Ruettimann lays out the framework necessary to champion your interests and create a life you actually enjoy. Packed with advice and stories of others who regained control of their lives, *Betting on You* is a game-changing must-read for how to radically improve your day-to-day, working more effectively and enthusiastically starting now.

Eliminate sexual harassment, unconscious bias, ethical lapses and other HR nightmares! Companies spend millions on legal compliance training and initiatives to eliminate workplace drama and the resulting low morale and lawsuits, but don't always get the results they want. Most organizations understand that simply checking legal compliance boxes around sexual harassment, bias, etc. isn't enough, but are at a loss on how to implement solutions, especially in today's post-#MeToo world. Patti Perez is an attorney, HR expert, trainer, and former state regulator, who has conducted over 1,200 workplace investigations. In this unique book, she explains the secret to avoiding all forms of drama, legal exposure, and low morale: A healthy

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workplace culture. Patti combines the lessons learned from 25 years of professional experience with robust data from behavioral science research to debunk common myths, including the belief that a focus on legal compliance leads to a healthy workplace culture. (In fact, it increases the likelihood of getting sued). The Drama-Free Workplace includes a section with easy-to-understand causes, effects and solutions to problems related to: Sexual harassment Bias and diversity Ethics lapses The book also includes helpful information on: Becoming an organization that values and practices fearlessness, fairness and freedom Anticipating situations that give rise to drama, with detailed advice on how to prevent it from happening Using emotional intelligence to communicate more precisely and persuasively about sensitive, controversial topics in the workplace Finally, the book's DIY section guides companies on how to: draft and enforce helpful policies (that employees will actually read and *want* to follow) design and deliver powerful and effective training programs investigate and resolve claims of sexual harassment and other types of misconduct. Together, these practical tools will help all your employees feel valued and motivated, and keep drama, disengagement, and lawsuits, away.

we've ever had and the BEST boss we've ever had. If you're looking at this book, it's probably because

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now YOU are The Boss. This book contains practical strategies and techniques to equip you for Best Boss Ever status. Read it. Implement it. Live it.

A Wall Street Journal bestseller From the CEO and President of the Society for Human Resource Management (SHRM) comes the ultimate book on transforming the way we select, retain and train our employees in a radically changed business environment. With the growth of remote work and an increased focus on diversity and inclusion, companies are increasingly finding themselves in “wars for talent” as they source and recruit candidates from all over the world. They need to find new ways to contact people and new sources of talent. They need to create an enduring and tangible culture that helps everyone feel empowered to do their best work. And they need to develop inclusive organizations that leverage differences for growth and innovation. Informed by more than 70 years of experience and expertise and propelled by extensive original SHRM research, Reset delivers a candid and forward-thinking vision for leaders to reimagine their company cultures in a time of global upheaval. Part call to action, part strategic roadmap, Reset challenges business leaders’ underlying assumptions about workers and the workplace, delivers practical strategies for finding and keeping the talent needed to make businesses successful, and introduces dynamic tools to sustain that success

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over the long haul. Now is the time for leaders to completely reimagine, reorganize, and Reset their operations to create a more daring, resilient and sustainable future. This is the book that will guide them exactly when they most need it.

ResetA Leader's Guide to Work in an Age of UpheavalHachette UK

This first volume to analyze the science of meetings offers a unique perspective on an integral part of contemporary work life. More than just a tool for improving individual and organizational effectiveness and well-being, meetings provide a window into the very essence of organizations and employees' experiences with the organization. The average employee attends at least three meetings per week and managers spend the majority of their time in meetings. Meetings can raise individuals, teams, and organizations to tremendous levels of achievement. However, they can also undermine effectiveness and well-being. The Cambridge Handbook of Meeting Science assembles leading authors in industrial and organizational psychology, management, marketing, organizational behavior, anthropology, sociology, and communication to explore the meeting itself, including pre-meeting activities and post-meeting activities. It provides a comprehensive overview of research in the field and will serve as an invaluable starting point for scholars who seek to understand and improve meetings.

Leadership strategies grounded in reality and focused on results Recent polls show that 71% of workers think about quitting their jobs every day. That number would be shocking-if people actually were quitting. Worse, they go to work, punching time clocks and collecting pay checks, while completely checked out emotionally. In *Reality-Based Leadership*, expert Fast Company blogger Cy Wakeman reveals how to be the kind of leader who changes the way people think about and perceive their circumstances-one who deals with the facts, clarifies roles, gives clear and direct feedback, and insists that everyone do the same-without drama or defensiveness. Filled with dynamic examples, innovative tools, and diagnostic tests, this book shows you how to become a Reality-Based Leader, revealing how to: Uncover destructive thought patterns with yourself and others Diffuse drama and lead the person in front of you Stop managing and start leading, empowering others to focus on facts and think for themselves Equipped with a facts-based, confident approach, you will free yourself from the frustrations you face at work and transform yourself into a Reality-Based Leader, with the ability to liberate and inspire others.

This life-altering book is filled with groundbreaking insights and a tool for action to help you transform your life and achieve greater success. Tracy shares the secret of how to adapt thoughts and

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interpretations, change behavior, bring out the best in your team and yourself, and create the results that we covet at work and in life. Immerse yourself in a powerful message with tools that will help you to feel inspired, empowered, and able to take action.

Choose to be more successful. Choose to be a better you. Choose to transform your life. The One Choice Rule: one choice can change everything. When Shola Richards's soul-sucking job left him feeling numb and suicidal, he switched focus and devoted himself to transforming the workplace into a space of relentless respect, courtesy, and endless energy. Meant to motivate current and future leaders, Making Work Work aims to start a movement that will banish on-the-job bullying, put meaning back into work, and enhance coworkers happiness and engagement."

Rock-Star Leaders Stand Out Up and coming leaders have a challenge: How do you enhance your company's culture in your current role? How do you establish yourself as a leader who takes your organization's brand to eleven? You may not be an executive, and you may or may not have direct reports, but author, speaker, and trainer Jim Knight would assert that, nonetheless, you have the power to be a major influencer of your organization's culture, lighting it up and making it rock, from the inside out. Part of Knight's Culture That Rocks series, Leadership That Rocks uses examples from

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some of the country's most recognizable figures to show you how to become culture-driven, a versatile manager, and a catalyst for change within your organization. You will learn how to develop your own leadership and to powerfully grow your brand's culture from within your sphere of influence. Full of practical advice and actionable tips, *Leadership That Rocks* gives you the goods to stand out as a rock-star leader who knows how to amp up business results.

“The business environment is so uncertain that no one can afford to miss a step. Some forces are out of our control—recessions, cutbacks, layoffs. But being the best we can be at our job is not. We have total control over that.” --From the Introduction of *The Six Fundamentals of Success* Everyone has his or her own style at work. But if you look at the people who are successful, you'll see similarities. They always do the most important things first--they know how to prioritize. They can sum up how their company stands out from the pack in only a few minutes. They work with a sense of urgency, every day. These are the kinds of qualities and habits that never go out of style. Moreover, they are crucial to any successful career and life. By pursuing them regularly, you and your company are more likely to get ahead. In *The Six Fundamentals of Success*, CEO and business consultant Stuart Levine spells out exactly how to practice the constants of business success--whether

it's satisfying customers, developing strong relationships, or communicating clearly--through six fundamental principles, gained from decades of experience working with top executives. But it's the way Levine zeroes in on these fundamentals--add value, communicate well, deliver results, act with integrity, invest in relationships, and gain perspective--and brings them to life through dozens of pithy, to-the-point rules that makes the book so practical and useful. With no-nonsense lessons like "Face time counts," "Do breakfast," and "Share the good news--and the bad," Levine offers concrete examples of how to behave, respond, and motivate others. Aimed at business people and entrepreneurs at all levels, whether they work in companies large or small, *The Six Fundamentals of Success* provides the smart, action-oriented guidance people need in today's challenging climate.

William A. Schiemann, PhD, is the CEO of Metrus Group. He is a thought leader and popular keynote speaker in the areas of human resources, employee engagement, and fulfillment, having authored or coauthored scores of articles and numerous previous books.

To survive in today's hypercompetitive marketplace, leaders must find ways to elevate the performance of their employees. By continuously setting higher goals to strive for, strengthening employee competencies via coaching, and providing feedback

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to employees, leaders can create a positive performance cycle that leads to improved individual and team performance and, ultimately, stronger operating results for the organization. This action guide covers the three stages of performance management: goal-setting, coaching, and performance review. It includes step-by-step instructions and tips, the 10 elements of positive performance management, the five steps to preparing for a review, guidance on how to prepare the employees and engage them during the reviews, the most effective steps you can take to improve performance, and more.

Developed for preparers of financial statements, independent auditors, and valuation specialists, this guide provides nonauthoritative guidance and illustrations regarding the accounting for and valuation of portfolio company investments held by investment companies within the scope of FASB ASC 946, Financial Services —Investment Companies, (including private equity funds, venture capital funds, hedge funds, and business development companies). It features 16 case studies that can be used to reason through real situations faced by investment fund managers, valuation specialists and auditors, this guide addresses many accounting and valuation issues that have emerged over time to assist investment companies in addressing the challenges in estimating fair value of

these investments, such as: Unit of account
Transaction costs Calibration The impact of control
and marketability Backtesting

"A much-anticipated follow up to the SHRM best-seller HR on Purposes! HR thought leader and popular blooger Steve Browne delivers fresh insights for fostering collaboration, building relationships, and bujilding trust in the workplace. His practical advice for HR professional will help the harness their powerful influence to elad their careers and their organiztaions gthrough the new decoade and beyond"--

This book is for HR and business leaders who are looking for a roadmap to designing a manager onboarding program. The book touches on just a bit of theory and a whole lot of practical knowledge. It is filled with stories and examples about how companies' onboarding programs work both for new employees as well as managers."

Learn to unlock the potential of your employees and colleagues with this definitive resource for people management People Strategy: How to Invest in People and Make Culture Your Competitive Advantage provides readers with a powerful framework in which to develop high-performing teams, increase employee motivation, and use data to build an inviting and effective company culture. Author Jack Altman, cofounder and CEO of Lattice, an award-winning HR and performance management platform, shows you how to: Establish the values that will form the bedrock of your organization Develop feedback processes that help employees feel heard, supported, and equipped to succeed Monitor the breadth and depth of employee engagement in your company Use the data and insights created by your People Strategy to drive business results Perfect for executives, managers, and human resource professionals, People Strategy also belongs on the bookshelves of anyone

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with even an interest in how to develop, nurture, and unlock the potential of their employees and colleagues.

Comprehensive and up-to-date, this valuable resource offers tested trade secrets for finding talented workers online.

Covering all the latest trends, tools, tips, and tricks, focus is placed on practical applications that improve the acquisition, onboarding, and management of employees—sourcing them better, smarter, faster, and cheaper than the competition.

From outreach through social media to specialized Google commands, this authoritative handbook is a dynamic weapon for recruiters, professionals, and sourcing specialists wishing to compete in the global marketplace.

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