

The Consultative Recruiter The Key To Faster Fills More Candidates Happier Hiring Managers

True or false? In selling high-value products or services: 'closing' increases your chance of success; it is essential to describe the benefits of your product or service to the customer; objection handling is an important skill; open questions are more effective than closed questions. All false, says this provocative book. Neil Rackham and his team studied more than 35,000 sales calls made by 10,000 sales people in 23 countries over 12 years. Their findings revealed that many of the methods developed for selling low-value goods just don't work for major sales. Rackham went on to introduce his SPIN-Selling method. SPIN describes the whole selling process: Situation questions Problem questions Implication questions Need-payoff questions SPIN-Selling provides you with a set of simple and practical techniques which have been tried in many of today's leading companies with dramatic improvements to their sales performance.

Whether you are new to interviewing or ready to take your skills to the next level, How To Interview. People will show you how to instantly improve every aspect of your assessment--and section process. Packed with real life case studies, practical tips and advice, you'll discover how to choose the best person for the job every time. Find out how to elevate your existing recruitment activities and follow a proven roadmap from application forms to induction and beyond. Learn how to overcome common challenges, use different interview techniques and understand how to meet strangers and welcome future employees.

A corporate recruiter draws on his background with top CEOs to identify the qualities of successful executives, covering such topics as advancement, team building, and making listening an important component of one's communication practices.

This book is not for everyone. This book is for the CEOs and Sales Leaders who feel their organizations have not yet won their fair share of their potential market. You have great products/services. You've amassed a dedicated team. You have loyal clients realizing tangible success with your offerings. But improving sales results remains your most elusive challenge. You did everything right. You hired experienced salespeople. You compensated them fairly and invested time and money into their training. Yet you're still not seeing the sales growth you know the company deserves. Smart Selling for B2B Technology Sales Teams is a client-facing sales methodology designed specifically for organizations that sell complex offerings in a highly competitive marketplace. When fully implemented, your sales team will be utilizing a statistically supported sales method for developing more pipeline and closing more sales. Let's get on the path of exponential year-over-year sales growth... so that you can win your fair share. I will be with you every step of the way. Just call me at (585) 732-5666 or email me at jmorone@worldleaderssales.com. - Joe Morone, Principal, Worldleaders Inc. www.WorldLeadersSales.com

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Professional resume and cover letter writers reveal their inside secrets for creating phenomenal cover letters that get attention and land interviews. Features more than 150 sample cover letters written for all types of job seekers, including the Before-and-After transformations that can make boring letters fabulous.

*** This USING LinkedIn book is enhanced with 2 hours of FREE step-by-step VIDEO TUTORIALS and AUDIO SIDEBARS! *** LinkedIn is a popular, fast-growing social media and online collaboration used to develop business, find clients, recruit staff, and much more. USING LinkedIn is a media-rich learning experience designed to help new users master LinkedIn quickly, and get the most out of it, fast! EVERY chapter has multiple video and audio files integrated into the learning material which creates interactive content that works together to teach everything mainstream LinkedIn users need to know. You'll Learn How to:

- Use LinkedIn to Find a Job or Promote Your Business Online
- Participate in LinkedIn Groups
- Create a Profile that Achieves Targeted Goals
- Customize LinkedIn Privacy Settings
- Examples of Topics Covered in VIDEO TUTORIALS, which Walk You Through Tasks You've Just Got to See!
- Use LinkedIn Answers and Groups for Research and Marketing
- Perform an Advanced Job Search
- Extend the Power of LinkedIn with Applications and Tools
- Examples of Topics Covered in AUDIO SIDEBARS, which Deliver Insights Straight From the Experts!
- Create a LinkedIn Profile that Generates Results
- Keep your LinkedIn Profile Current
- Learn about LinkedIn Recruitment Options

Please note that due to the incredibly rich media included in your Enhanced eBook, you may experience longer download times. Please be patient while your product is delivered. This Enhanced eBook has been developed to match the Apple Enhanced eBook specifications for the iPad and may not render well on older iPhones or iPods or perform on other devices or reader applications.

"SELL 4 employs a comprehensive coverage of contemporary professional selling in an interesting and challenging manner. Including relational consultative selling, the text is organized on a more contemporary relationship-selling process that the author team has tested in, and developed for, major selling organizations."--

Aims to help develop the specialist English language knowledge and communication skills for job-seeking, including job interviews, and successful techniques for dealing with difficult questions. Practice exercises, audioscripts, answer key, and common interview questions are provided. For self-study and developing listening, speaking, reading, writing and vocabulary skills.

The paperback edition of The Directory of Executive Recruiters is a quick but thorough reference for career changers and job-seekers to contact search firms that match their areas of expertise. Using the same database as the Corporate Edition above, it concentrates on North American firms. Internal information such as firm revenues, number of recruiters, etc., is not included. Introductory material helps guide job-seeker expectations with strategies for using recruiters as part of overall career management. "Anyone looking to turn headhunters' heads should have a copy of the Directory."

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--William Flanagan, Senior Editor, Forbes

Selling ASAP combines both timely and timeless components of selling to help professionals achieve their sales objectives in today's fast-paced business world. As the authors demonstrate, rapidly changing customer expectations have led to a dramatic shift in the business of selling. Customers no longer want product experts -- they want trusted advisors. This invaluable guide stresses the importance of viewing a sale not as a one-time encounter but as an opportunity to build a long-lasting, mutually beneficial relationship. Utilizing sound academic research and solid business practices, the authors provide strategies for better anticipating client needs and prescribing solutions that build value over time. The professional edition of Selling ASAP includes numerous practical tips, such as how to behave during a sales call, what language to use or avoid, and how to complete a transaction and begin a profitable business relationship. In addition to covering the fundamentals, Selling ASAP offers innovative sales techniques -- backed by extensive research -- for the modern salesperson. High-impact language for today's lightning-fast world of sales Filled with practical writing tips, shortcuts, and examples, Power Sales Writing brings you up to date in a world where e-mail, social media, and smart phones dominate sales communication. If you're not highly skilled with the latest communication platforms, you're missing sales opportunities. Power Sales Writing will get you there in no time! "Your customers can ignore your correspondence or you can read this book. It's that simple!" —Larry Winget, television personality and #1 bestselling author of Shut Up, Stop Whining & Get a Life "If you can't write well, you can't sell. Power Sales Writing shows you how to be crisp, clear, and communicate at the highest levels." —Tim Sanders, author of Today We Are Rich "Can't get enough! It's so refreshing to find a resource that offers easy-to-use tools to help our sales teams deliver a compelling and engaging message that sets us apart from our competition." —Robin Farrell, Director of Corporate Sales Training, North America Operations, Hyatt Hotels and Resorts

Corporate talent acquisition has been failing for decades, but it doesn't have to. There are simple fixes, organizational designs, and technology that can turn around the success of an organization's ability to recruit almost overnight. Piece by piece and step by step, with real-world examples and stories about how innovative organizations and top talent acquisition leaders are successfully recruiting today, The Talent Fix presents a proven, practical, and scalable recruiting model for talent acquisition leaders and practitioners and shows how organizations can build and sustain a great talent acquisition function.

This book is specifically targeted for founders who find themselves at the point where they need to transition into a selling role. Specifically founders who are leading organizations that have a B2B, direct sales model that involves sales professionals engaging in verbal, commercial conversations with buyers. Moreover, many examples in this book will be targeted specifically to the realm of B2B SAAS software, and specifically as regards new, potentially innovative or disruptive offerings that are being brought to market for the first time. In short, direct sales of the sort a B2B SAAS software startup would engage in. With that said, if you are looking to be a first time salesperson, transitioning in from another type of role, or fresh out of school, in an organization that meets those characteristics above, you will get value out of this book. Similarly, if you are a first time sales manager, either of the founder type, or a sales

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individual contributor who is transitioning into that role, again, in an organization who meets the criteria above, you will also get value from this book.

Human Resources topics are gaining more and more strategic importance in modern business management. Only those companies that find the right answers to the following questions have a sustainable basis for their future success: - How can we attract and select the right talent for our teams? - How can we develop the skills and behaviors which are key for our business? - How can we engage and retain the talent we need for our future? While most other management disciplines have their standards and procedures, Human Resources still lacks a broadly accepted basis for its work. - operational perspective Both the structured collection of reflected real-life experience and the multi-perspective view support readers in making informed and well-balanced decisions. With this handbook, Springer provides a landmark reference work on today's HR management, based on the combined experience of more than 50 globally selected HR leaders and HR experts. Rather than theoretical discussions about definitions, the handbook focuses on sharing practical experience and lessons learned from the most relevant business perspectives: - cultural / emotional perspective - economic perspective - risk perspective

The term "integrated talent management" has been in vogue for several years, yet organizations are still trying to understand how to integrate talent management functions to achieve business results. Authors Toni Hodges DeTuncq and Lynn Schmidt, PhD use case studies from 18 top organizations to reveal methods and techniques for designing and implementing talent management initiatives - including workforce planning, talent acquisition, performance management, learning and development, succession management, and engagement and retention - that positively impact the business. Learn how these organizations are using scorecards to demonstrate the value of talent management at the initiative, functional and organizational levels. This book will show you how to: Design and implement talent management initiatives that will benefit the business. Measure and evaluate talent management at the initiative, functional and organizational levels. Create scorecards to show the impact of talent management on business results. Benefit from the best practices of world-class organizations.

No business function is being disrupted by technology and demographics as much as recruitment. Tried and true recruiting practices are no longer working. New job categories are emerging, traditional jobs are disappearing and employment technologies are advancing at an exponential pace. An evolving definition of work and acceleration in the automation of work is only intensifying the competition for qualified workers. And yet many companies continue to recruit and screen talent like it was still 1970. In *Recruiting in the Age of Googlization*, Ira S Wolfe exposes the realities of automation on the future of jobs and the rapid reconstruction of the concept of work. Wolfe illuminates with his down-to-earth writing style how exponential change will transform or eliminate most jobs and make many business models irrelevant or unrecognizable. Wolfe's examples read like science fiction jumping off the pages of everyday reality. His forecasts and solutions are simultaneously exciting and terrifying. It is within this new business environment that organizations must learn to recruit and retain talent. Whether you're responsible for Human Resources or management or the average worker or student wondering what's next for his or her career, *Recruiting in the Age of Googlization* is a thought provoking, compelling read. *Recruiting in the Age of Googlization* provides a blueprint for a recruitment process that works in any organization. The solution is built on a framework of best practices that will surely help organizations recruit, select, manage, and retain the talent they need. The book will inspire new ideas, spark pivotal conversations, and challenge existing assumptions about business and help lay out a game plan to make change work.

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As a career management consultant and former corporate recruiter, Kim DeCoste has championed and advised women at all career levels. And while she has watched women make tremendous strides in the professional world, she also noticed they're still asking the same questions: How can I find more balance in my life? Why must I shoulder more responsibilities at home when I work just as hard as my husband does? How can I not only make more money but also find fulfillment in my career? Is it really possible to "have it all"? In her new book, DeCoste shares the lessons she has learned about women's unique professional challenges. Through years of coaching clients, listening to friends, and exploring her own professional growth, she's garnered a common sense approach to goal setting that's realistic, empathetic, and practical. "Get Real, Ladies" delivers its valuable message in the form of women's true and personal stories. Fifteen women from all industries and walks of life share their honest experiences of success and failure, both in the office and at home. The result is a comprehensive guide to career success that's easily applied to almost any woman's professional and personal life.

The Good Life Crisis is a project that seeks to find the best answers to the question "What is the Good Life?" After traveling around the world and interviewing hundreds of inspiring people, Nick Shelton has compiled a book based on the best advice he's received. Comprised of humorous stories and practical advice, it provides you a glimpse of how to lead an ideal life in the 21st century. Containing just over 40 chapters, the book provides stories, real-life examples, and practical advice on how each of us can improve our lives and we appreciate each day. For more visit, www.TheGoodLifeCrisis.com

Providing a comprehensive picture of diversity, ethnicity, and migration in the health sector this book analyses the key themes of career and career structures, social processes, segregation, racism and sexism at international, national and local levels.

Many migrants seek overseas employment with the help of agents or intermediaries. These "merchants of labor" include relatives who finance a migrant's trip, provide housing, and arrange for a job abroad; public employment services; and private recruitment agencies. They also include an underworld of smugglers and traffickers. The agents who recruit and deploy migrant workers are at the heart of the evolving migration infrastructure, i.e., the network of business and personal ties that is creating a global labor market. This book highlights best practices in the activities and regulation of these merchants of labor, as well as innovative strategies to protect migrant workers. It covers a broad range of national and regional experiences and puts merchants of labor in the wider context of changing employment relationships in globalizing labor markets. This book is an important contribution to understanding a major mechanism facilitating the growth of the migrant labor force.

Steve Guest's Top Biller is a refreshing and timely insight into the recruitment industry, for both the seasoned professional and those new to the game. Guest breaks down his technique and breathes life into the method that has rendered himself, and those he mentors, highly successful 'Top Billers'.

GREG SAVAGE knows about leadership. Greg is a founder of four highly successful businesses in the recruitment. He has led start-ups to IPO, navigated businesses through a recession, the boomtimes and the global financial crisis. He has been headhunted to lead in global recruitment businesses. Most of all Greg is a communicator. He is probably the

The competition wants your customers AND your best people. Learn the new rules for attracting top talent and getting them to stick around. Talent Magnetism offers straightforward, easy-to-apply techniques that help managers navigate the challenges of attracting and keeping talent to foster innovation and fuel growth. Roberta Matuson, bestselling author of Suddenly in Charge and award-winning management consultant,

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shows you how with: * Fresh techniques and creative ways to build an organization with talent magnetism, where top talent is pulled in with minimal effort on the employer's part. * Proven methods which focus on what today's post-recession workers value most. Hint: It isn't what you think! * Case studies of organizations that have achieved "magnetic" status without Toyotasized budgets. * Rules of Attraction: recommendations to propel you forward at warp speed. Drawing on real-life case studies and examples, Matuson demonstrates the new rules of workplace attraction and retention, helping you and your organization develop irresistible talent magnetism.

This book is a compilation of my thoughts, tips, tricks, and advice as it relates to staffing and Sourcing.

A young, struggling salesperson is rescued by his former college teammate and mentor who arranges a day of learning with the greatest salesperson the company has ever known.

Stop! Before you add any more social media recruiting techniques, new sourcing or research tactics or search for yet another niche job board, let me show you how to implement a woefully neglected strategy to get you: More Qualified Candidates Faster Times to Fill Happier Hiring Managers Here is the book that will support you in improving recruiting productivity, filling searches faster, and having more influence with your hiring managers. And you don't even have to read the whole book to start experiencing those benefits. Check the Quick Start Guide on page 145 to start solving your biggest time-wasting challenges immediately! By the way, this is not about changing you. We are actually going to influence hiring manager behavior in a non-confrontational yet incredibly effective approach. Now for the first time, you will get detailed guidelines and techniques so you can stop having to chase your hiring manager to get decisions, send a clear message (without actually saying it) that you're not an order taker, all while sourcing more of the great candidates and closing your reqs even faster. You don't have to add extra things to what's already on your plate; you just have to replace what does not work with these tested-in-the-trenches techniques that actually work the first time you try them. Bonus Chapters: Strategic Techniques and word-for-word scripts to solve your most frustrating, time wasting challenges--get timely feedback from your hiring manager and STOP waiting (page 131) Surprising way to get feedback that tells you something, (page 134) Effectively deal with HM's who want to see more and more, don't understand recruiting isn't just a matter of going to the door and yelling "We're hiring" and dealing with last minute surprises because (surprise) not everyone agrees on what constitutes a great candidate for the job.(page 136) PLUS: How to have your best search ever and my most treasured form--The Comprehensive Launch Document (page 97) How to write postings your best candidates will love, even if you hate writing, think you aren't creative and came close to flunking English in high school (page 121) Elephant in the Room: Why Finding Great Candidates isn't enough and why even if you are filling positions, your hiring managers may still be treating you like an order taker (page 86) And Even More Goodies: A package of tools that have taken me years to compile: (also in word format to download so you can customize) How to point out the reasons "time to fill" is unacceptably long-without saying a thing!An exhaustive list of questions to ask the hiring manager to successfully launch a new search and build an even stronger business partnership in the process. A hiring manager satisfaction survey that actually

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pinpoints the areas to focus on improving the relationship-and why you should not start this process with a hiring manager satisfaction survey. A simple one-page worksheet that will get the recruiter and hiring manager working together to fix a problem in any search. While it's often obscured or ignored, the impact of poor recruiter-hiring manager relationships is real and significant. Now with these easy-to-implement techniques, forms and tips, those relationships can be transformed and you will get to do more of what you love about recruiting. You may start to really enjoy working with your hiring managers as their consultative recruiter. I know you'll have more fun!

Although world-class firms like GE and Motorola have relied on Six Sigma to build their performance cultures, these processes are all too often left out of human resources (HR) functions. This lack of Six Sigma principles is even more surprising because preventing errors and improving productivity are so critical to the people management processes of hiring, retention, appraisal, and development. From the history and evolution of the Total Quality movement to initiatives for introducing a Six Sigma continuous process improvement strategy in your HR department, *Achieving HR Excellence through Six Sigma, Second Edition* introduces a new way to envision your role within the organization. It explains how this powerful methodology works and supplies a roadmap to help you find and eliminate waste in your HR processes. Describing exactly what HR excellence means, the book outlines dozens of proven approaches as well as a hierarchy of the exact steps required to achieve it. It illustrates the Six Sigma methodology from the creation of a project to its successful completion. At each stage, it describes the specific tools currently available and provides examples of organizations that have used Six Sigma within HR to improve their organizations. The text presents proven approaches that can help you solve and even eliminate people management problems altogether. Filled with real-world examples, it demonstrates how to implement Six Sigma into the transformational side of your organization. It also includes a listing of additional resources to help you along your Six Sigma journey. Explaining how to build a new business model for your HR organization, the book supplies the new perspective and broad view you will need to discover and recommend game-changing alternatives to traditional HR approaches in your organization. The first edition of this book was one of the first to demonstrate how HR professionals could enhance their careers by learning the language of business — it introduced the evolution of change management and the change management toolbox in a fashion that could easily be implemented in organizations. This new edition updates the first with added information on some of the early history and introduces new case study tools resulting from the author's continuing work with organizations and in academic environments.

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Why are some recruiters successful while so many others fail and leave the industry? Why do other recruiters spend their whole careers bouncing around from company to company with

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little or no success? The answer: they never learned fundamental recruiting skills. Recruiting 101 explains how to develop 15 fundamental recruiting skills. Learn how to excel in sourcing, social media, recruitment marketing, candidate engagement, cold calling, interviewing and selection, and more. In addition, step-by-step instruction is included on how to become efficient in using these major recruitment tools: LinkedIn, Indeed, Facebook, Monster, and CareerBuilder. From the junior recruiter just starting out to the senior recruiter looking to improve, Recruiting 101 is for all professionals who aim to take their career to the next level. As recruitment becomes ever more important to a business achieving its corporate objectives, recruiters must raise their game, delivering new and innovative solutions while also doing their job well and achieving the results needed for their clients and candidates. The Professional Recruiter's Handbook, second edition, is a complete guide to achieving success in recruitment. The authors explore the techniques used by the most successful recruiters, both agency and client-side, to understand what creates excellence in recruitment. Containing up-to-date practical advice on attracting the right candidates and finding and retaining new clients, it explains how to develop a recruitment strategy to ensure the recruitment professional can successfully fulfil the roles taken on. The book is supported by numerous case studies and interviews with recruitment professionals.

FINALIST: Business Book Awards 2020 - HR & Management Category In a world of work where recruiters are constantly hearing that their role is at risk from AI, robotics and chatbots, it has never been more important to effectively attract and recruit the right people. Leveraging the power of social media and digital sourcing strategies is only part of the solution, and simply posting a job or sending a LinkedIn InMail is no longer enough. The Robot-Proof Recruiter shows you how to use the tools that reveal information that can be used to grab a potential candidate's attention among the overwhelming volume of material online. Full of expert guidance and practical tips, this book explains what works, what doesn't, and how you can stand out and recruit effectively in a world of technology overload. The Robot-Proof Recruiter will enable you to become the recruiter that candidates trust and the one they want to talk to. It contains essential guidance on overcoming obstacles - including how to recruit without an existing online presence, how to work effectively with hiring managers to improve the candidate experience, and how to use technology to support the candidate's journey from initial outreach, to application, to employee, and through to alumnus. This is an indispensable book for all recruitment professionals and HR practitioners who want to recruit the right people for their organization.

This book provides a broad introduction to consulting psychology that reviews assessment and intervention at three levels of competency--individual, group, and organizational--including how these levels interact.

When it came to attracting and managing new talent, the recruiting and staffing team within a corporation's human resources department was once regarded as transactional, administrative, and not as effective as third party staffing companies because it was usually a fairly new introduction, and the staff often consisted of junior-level personnel. Over the last 15-20 years though, thanks to the professionalization of the "corporate talent acquisition" function, there have been dramatic changes in the way top employees are found through the use of technology, tools, sophisticated recruiting techniques, and the Internet media.

Unfortunately, however, the leader's role within this function has failed to evolve at the same speed, which is why Jeremy Eskenazi wrote *RecruitCONSULT! Leadership-The Corporate Talent Acquisition Leader's Field Book*, to help improve and optimize the way corporate talent acquisition professionals lead. In this frank, realistic, and forward-thinking field guide, readers will learn: Corporate Staffing leadership does not happen in a vacuum and relationships are key; regardless of budget, resources, or industry, there are always effective Corporate Staffing strategy solutions available; Corporate Staffing/Talent Acquisition leadership is an active

