

ACTION GUIDE

**6 Simple Steps That
Attracts and Retains Power House
Recruiters Getting Them
To
*\$400,000 in Production in 2 Years
Or LESS!***

MODULE #4

*Onboarding Strategies for
Your New Hires Designed
To Double, Even TRIPLE
Initial Productivity and Retention.*

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Common Onboarding Mistakes

Lack of clear definition of _____

Owners effectively don't tie _____ to placements

We overly focus and often obsess with making _____

We don't give specific written and realistic _____

We give too much or too little _____.

We train them on everything way too _____.

Before Your New Hire Starts

Create your definition of success _____

Define your first year's REALISTIC MINIMUM expectations

- Revenue \$ _____
- Placements _____
- 1st Time Interviews _____
- Job Orders _____
- Marketing Presentations _____
- Recruit Presentations _____

Make benchmarks achievable _____

Goal: Consistent sustained activity _____

Day One

Goals _____

Training outline _____

Home work- 10 questions _____

Day Two

Wrap up and Q&A _____

The “setting of expectations” _____

The Rest of the First Week

Expect to be tested _____

Use of forms _____

Daily reviews _____

Focus on developing questioning skills _____

Weeks two thru four

What to look for _____

When to teach prepping, debriefing, closing and counter offers

Where strong learning really comes from _____

Onboarding Strategies for Different Roles

Recruiting Coordinator

Initial Goals _____

Week 2 thru 4 _____

Marketing Coordinator

Initial Goals _____

Week 2 thru 4 _____

Account Executive/Doing BOTH Marketing and Recruiting

Initial Goals _____

Week 2 thru 4 _____

In Summary

If Your New Hires:

Take Poor _____

Take Poor _____

Have Weak _____

Have Weak _____

Higher than average _____ and _____

IT IS _____ FAULT!

Because _____ CHOSE to accept them!