

Involving hiring managers in an awesome recruitment process: **four simple steps**



We don't need to tell you what a difference a brilliantly designed recruitment solution can make to your organisation. Attracting excellent talent and making the best possible decisions about your new hires will bring you no end of benefits.

The Talogy experts have worked with countless organisations to refine, enhance and revamp recruitment. Here, we share what we've learned about how you can make sure you design the best possible solution for your business.

1

Partner with hiring managers

There is no better way to understand what's necessary to enhance your recruitment process than by asking the opinions of those who are immersed in it every single day. These people will know what's working right now and what isn't, and they'll likely be full of bright ideas on what you can do better.

Ask yourself, who's sorting CVs and doing the sifting right now? Give them the opportunity to offer feedback. Talk to line managers and find out how they feel about the kind of CVs they're given. There's a chance they're doing some sifting of their own, without HR involvement, and if they are there will be a good reason why.

When you get to know your recruiters better, you'll gain the knowledge to build a grid that will make your processes more consistent. With a clear structure, you'll be able to assess everyone on the most important key competencies. This brings greater objectivity, while assessing everyone on what really matters creates space for more diversity as well.

2

Listen to everyone else!

Your people are the heart of your organisation. So, we shouldn't limit the input in a new recruitment process to those working in HR. In basic terms, people throughout your organisation are your internal customers, so they'll have views on how you're doing things. If you go out to a broader range of stakeholders, you'll get a wealth of feedback and ideas to feed into your project.

We also know that personalising your process inspires candidates and helps attract people who'll have a good fit with your values and culture. By running focus groups with diverse participants, you'll not only get feedback on what to improve, you can also learn how to personalise your new solution to bring in people who'll really thrive.

In our experience, great results come when a cross-section of the workforce is engaged in the design process. With their varied input, you'll be able to build a solution that truly works for everyone.

3

Sharpen your focus

It goes without saying that you want to offer a brilliant candidate experience. One easy way to guarantee this is cutting out unnecessary steps in your assessment process. It's a simple case of prioritising; asking, what's essential in this first stage, and what can we assess later? That'll take a bit of your own sifting, in terms of exploring with your stakeholders what's vital and what's just nice to have.

Remember; too many stages and assessments will put off the talent you want to attract.

Once you've agreed what's essential, your assessment partner will help you work out which tools are the most efficient and effective for assessing each competency.

4

Go even further with People Analytics

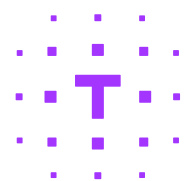
Want to make your recruitment and onboarding processes even more advanced? Start capitalising on the data you gather during recruitment. Adding People Analytics to your assessment solution will deliver deep and valuable insights into the people you're hiring, as well as the process overall. With this intelligence, you can tweak and fine-tune your assessments to make sure you're bringing in the talent you need the most.

The best part is that the usefulness of this data doesn't end there. You can draw from the information gathered about your new recruits to create personalised onboarding experiences and development guidance for them, ensuring that they have the best chance of success in their new roles.

By following these important steps, you can be sure you're off to a great start creating the best possible recruitment solution for your organisation.



At Talogy, we have masses of experience working with organisations from all sectors and industries to create effective, efficient and engaging solutions for sifting and recruitment. If you'd like to know more about how we can help, talk to your local Talogy team.



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