

BOSS 2017 PRESENTATION - Recruiting for Impact: Getting it Right

RESOURCES

IMPORTANCE OF STRATEGIC APPROACH TO RECRUITMENT

“building the right team is 90% of your job as a founder or CEO -

A CEO does only three things. Sets the overall vision and strategy of the company and communicates it to all stakeholders. Recruits, hires, and retains the very best talent for the company. Makes sure there is always enough cash in the bank.”

<https://www.betterteam.com/blog/recruiting-strategies>

CPA “20 Questions” whitepaper on E.D. Succession

<https://www.cpacanada.ca/en/business-and-accounting-resources/strategy-risk-and-governance/not-for-profit-governance/publications/nfp-directors-20-questions-on-ceo-succession>

<https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/how-to-reel-talent-candidates-market.aspx>

TALENT STRATEGY

<https://www.slideshare.net/linkedin-talent-solutions/roadmap-to-become-a-strategic-talent-acquisition-organization-connectin-atlanta>

http://www.hci.org/files/events/STA2016-presentations/050216_1300-1330_Common_Craib-Bill.pdf

<http://blog.disruptivehr.com/old-vs-new-talent-management>

HIRING PROCESS RESOURCES (non-profit focus):

<https://www.bridgespan.org/insights/library/hiring/top-10-tips-running-hiring-process>

http://www.huffingtonpost.com/linda-novick-okeefe/nonprofit_hiring- b_6517568.html

TRENDS

See the LinkedIn 2017 talent acquisition trends report... also this summary

<http://www.iqpartners.com/blog/recruiting-trends-in-2017-where-to-focus-your-recruitment-efforts/>

<https://ideal.com/recruiting-trends/>

<http://blog.hirerabbit.com/the-top-recruiting-trends-to-look-out-for-in-2017/>

Charity Village – article on HR trends...

<https://charityvillage.com/topics/human-resources/trends-studies.aspx>

"Too many companies focus on industry experience when they recruit... We can teach people about finance. We can't teach passion, urgency and a willingness to go the extra mile," Quicken tells the NYT.

<http://www.businessinsider.com/10-creative-recruiting-strategies-for-finding-great-hires-2010-2#look-for-talent-in-unlikely-places-4>

SHRM – hire people, not resumes and “scrappers”

<https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/companies-should-hire-people-not-resumes.aspx>

SHRM - how to avoid annoying your hiring managers

<https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/how-to-avoid-annoying-your-hiring-managers.aspx>

LIVING WAGE

Living wage - BC

http://www.livingwageforfamilies.ca/living_wages_in_bc_and_canada

<https://www.vancity.com/AboutVancity/VisionAndValues/ValuesBasedBanking/livingwage/>

DECENT WORK - movement in Ontario

<http://theonncanada.ca/our-work/our-people/decent-work/>

<http://blog.hirerabbit.com/the-top-recruiting-trends-to-look-out-for-in-2017/>

https://charityvillage.com/Content.aspx?topic=Moving_toward_Decent_Work_How_changing_employment_standards_are_impacting_the_nonprofit_sector&last=154#.WdbrEwZPUo

DIVERSITY & INCLUSION

<https://ideal.com/diversity-hiring-expert/>

Harvard's Project Implicit - implicit bias tests, try it – thought provoking!

<https://implicit.harvard.edu/implicit/canada/takeatest.html>

ONBOARDING

DisruptiveHR Onboarding for impact

<http://blog.disruptivehr.com/onboarding-for-impact>