



Recruiting Process & Staffing Strategy Workshops

Gerry Crispin and Mark Mehler share their expertise in Recruiting Process and Staffing Strategy with thousands of colleagues each year. **Why bring Gerry & Mark to your organization?**

- **Learn Best Practices** for staffing technology, strategy & tactics (from planning and sourcing to screening and onboarding)
- **Optimize Emerging Technology.** Transform your website to better Target, Market, Inform and Manage the expectations of your next quality hires.
- **Develop a Long-term Talent Acquisition Strategy** aligned to your firm's business goals.

Who Will Benefit?

Human resources generalists and specialists with recruiting responsibilities and HRIS professionals

About CareerXroads™

CareerXroads is a thriving international consulting practice that works closely with many of the world's most competitive corporations to better understand and adopt cutting-edge, recruiting technology solutions to their staffing strategy and process. Since 2004 the CareerXroads Colloquium has embraced some of the world's top recruiting professionals in a unique networking, sharing and learning forum. Co-Founders, Crispin & Mehler bring a set of specialized benefits to all of their seminars:

- **Experienced Presenters.** They have presented to nearly every national and regional HR association, including SHRM, Staffing Management (formerly EMA), ERExchange, IACMP, CUPA, NACE, NHRA. And gained international acclaim with presentations in Australia, China, Europe and Japan.
- **Recognized Experts.** Frequently quoted in The Wall Street Journal, CBS MarketWatch, U.S. News & World Report, HR Magazine and many others.
- **Ability to customize for any organization.** Gerry & Mark address the unique needs of industries from healthcare to consumer products, from technology to retail. Past clients include: GE, Gillette, Merrill Lynch, Microsoft, Pepsi, Pfizer. (Full client list available on careerxroads.com.)
- **HR Background.** They don't just talk about it – they've done the job. With over 50 years of HR & recruiting experience between them they've seen it all.

What they're saying about CareerXroads™ Seminars:

I wanted to personally thank you... The attendees truly enjoyed your remarks. The information you shared helped us to have a rich dialogue about the opportunities and challenges we face across the enterprise. ~JPMorgan Chase

Out of all the seminars and HR trainings, the information you provide is top-notch. I continue to impress friends and colleagues with what I have learned from you. ~ M. Bowman

See Reverse for Course Descriptions

Effective Corporate Job Page Design

Using our checklist, developed from years of monitoring and experience, we've determined the key factors that make a corporate job site successful. This session will help you determine the steps you need to take to make more effective use of your job site.

Topics Covered

- How your site appears through a job seeker's eyes
- Rating of your key competitors' job pages
- Review of corporate job site best practices
- Recommendations to improve your job pages.

Working the Candidate Pipeline

This workshop addresses how to best support your legal/EEO commitments, achieve your goal to improve the candidate experience and achieve internal alignment and support for your HR initiatives. Gerry and Mark will audit your hiring process from sourcing to onboarding. Then facilitate a discussion of internal relationships with key stakeholders such as HR partners and hiring managers as well as helping to define the elements in your process that contribute to why the best candidates will choose you.

Topics Covered

- Review company website staffing pages and contrast them with competitors on the dimensions that impact the candidate experience.
- Conduct focus groups of key stakeholders (candidates, new hires, hiring managers, recruiters) to identify process and strategy gaps.

Additional Seminar Services

Corporate Presentations: Gerry and Mark work with corporate staffing organizations, independent employment websites, universities and other organizations on a variety of staffing topics including:

- Moderating annual staffing meetings
- Conducting training at corporate team meetings
- Facilitating the development of employment technology priorities

Recruiting Process Improvement: We're constantly amazed at the hidden obstacles we find that are holding up a company's recruiting process. This session is customized for your organization and based on an intense interview & examination of your firm to help you get back on the road to effective recruiting.

Partnering with the Hiring Manager: In the hectic, time-sensitive world of recruiting, many recruiters overlook one of their most valuable assets – the Hiring Manager. In a classroom setting this workshop will help get the Recruiter/Manager relationship off to a smooth start and more satisfying conclusion.

Additional customized topics available on request.

More information available at
<http://www.careerxroads.com/> or 732-821-6652

