

Get your recruitment objectives in order.

When it comes to effective recruitment, getting all your ducks in a row is paramount. The RecruitAdvance Workshop Series is about establishing and achieving goals. Our programs generate practical, strategically aligned solutions and guide our clients through the phases of execution. The interactive format facilitates knowledge transfer, enabling sustainability and independence for our clients.



recruit*advance*
The Workshop Series

Foundation Workshop

The Foundation Workshop is the cornerstone of the RecruitAdvance Workshop Series, and focuses on building alignment between the resourcing function and your organisation's strategic objectives. This is achieved by connecting core business drivers to recruitment objectives, and then mapping a continuous improvement journey to support your goals. Fundamental to this process is the design of a suite of best practice metrics that allows you to both monitor and manage your improvement path, and demonstrate impact on organisational performance.

Efficiency

Quality

Competitive Advantage

Process Improvement Workshop

Process improvement is about problem solving. Our approach draws on the Six Sigma DMAIC methodology to conduct thorough analysis of your process effectiveness and efficiency issues. You will then be able to identify opportunities to drive innovation and improvement through streamlining, automating or even redesigning processes. Because our methodology is highly interactive, participants are drawn into a very creative process, securing buy-in and taking the first crucial steps toward managing change.

Efficiency

- Reduce administration overheads
- Reduce time to fill

Quality

- Increase productivity of internal customers
- Improve hiring manager and candidate satisfaction

Competitive Advantage

- Achieve seamless integration with People Performance and Development processes

Sourcing/CRM Strategy Workshop

As skills shortages become more severe, organisations need to think more strategically about candidate attraction and relationship management than ever before. The Sourcing/CRM Strategy Workshop guides our clients through a strategic thought framework to answer such questions as: "Which positions in our company are most critical to our performance and sustainability? Which skill requirements are the scarcest?" and "How should these factors influence our sourcing approach?" By analysing historical sourcing channel performance and market trends for required capabilities, we generate customised sourcing programs for different segments of your organisational talent.

Efficiency

- Maximise return on investment from sourcing channels
- Increase use of direct to market sourcing channels

Quality

- Leverage high quality candidate channels
- Proactively target passive candidates for critical skills sets

Competitive Advantage

- Develop a talent pipeline that reflects future capability needs
- Execute workforce planning strategies

Technology Enablement Workshop

The role of technology in enabling recruitment functions to operate effectively is critical, yet HCMS' research has shown that the vast majority of companies fail to maximise their return on technology investment. Understanding this, the Technology Enablement Workshop has been designed to bring together HCMS' eight years experience in evaluating, selecting, implementing and optimising recruitment technology. The program is designed to define core business requirements and identify potential technology gaps. The outcome is a very practical outline of the steps to effective technology enablement, through reengineering of the existing platform, or technology selection.

Efficiency

- Automate administration tasks
- Optimise sourcing, screening & process management activities

Quality

- Improve interactions with customers & external market
- Utilise market-leading talent pool framework

Competitive Advantage

- Deploy sophisticated market intelligence reporting
- Maximise brand exposure

Recruitment Model Development Workshop

In recent years we have seen rapid evolution of recruitment models. The Recruitment Model Development Workshop facilitates progress from reactive or agency-driven practices to highly effective, proactive models. Our approach combines best practice concepts and examples, in a highly interactive analysis and design format. This method has been proven to generate strategies and solutions that have a leading practice foundation, but most importantly are aligned with the unique structure, culture and strategic imperatives of your organisation.

Efficiency

- Optimise resource utilisation
- Reduce cost by leveraging economies of scale

Quality

- Improve quality through consistency
- Integrate internal/external talent management processes

Competitive Advantage

- Build proactive talent acquisition capability
- Establish best practice knowledge management

For more information on RecruitAdvance Workshops, call us on +61 3 8621 6600

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The Workshop Series



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