



ELEVATE
TMSA CONFERENCE

WIN THE
TALENT GAME



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AGENDA

01	Get Them in the Door
02	The Interview Process
03	Onboarding & First 90 Days
04	Culture
05	Retention



01

GET THEM IN THE DOOR

Recruit vs Headhunt

A players speak to A players

Attract; don't chase/ Day in the life

LinkedIn is your friend

Always be in a hiring mindset/ upgrade seats



02

THE INTERVIEW PROCESS

3 touches in 10 days

Focus on the person, not the paper

Answers are in the questions

3 types of questions to ask- technical, emotional and aspirational

Signing does not end the process



03

THE FIRST 90 DAYS

8am Monday morning, what happens

Choose the right people to train & onboard

Set new hires up to win



04

CULTURE

What you celebrate, you get more of.

What you allow, you become.

You are what you tolerate

Reward based on core values



05

RETENTION

Learning or Earning

Sell the vision

Stay interviews vs exit



Your #1 competitive advantage
is people.

ATTRACT

INTERVIEW

ONBOARD

CULTURE

RETAIN

Take it seriously. Build the team. The rest follows.



 **THANK YOU!**

Now go
win the game.

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