

WEBINAR

HOW TO BUILD HIGH-PERFORMING TEAMS



**EMPLOYMENT
OFFICE**

The revolutionary way to recruit



ABOUT ME



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WEBINAR

HOUSE KEEPING

This is a Webinar, which means that your speakers are on mute at the moment and we won't be able to hear you, however we would love your participation! So If you have any questions please type them in the GoToWebinar Action Pane on the right side of your screen, and we will leave time at the end to go through them.

- Our Webinar will last 30-40mins
- If you experience any technical difficulties at all, please let us know via the Action Pane and we'll happily help
- You will receive a copy of these slides in the next week few days.



QUICK POLL: TELL ME ABOUT YOU

WHAT WE'LL COVER TODAY

- Placing recruitment advertisements to attract the right talent
- Effective shortlisting and the benefits of behavioural testing
- Onboarding
- Strengthening relationships
- Conducting performance reviews
- Seeing your people achieve consistent success
- Questions
- Complimentary offer.



RECRUITMENT ADVERTISEMENTS

Candidates behaving more like consumers! Treat your recruitment advertisements like a marketing campaign, define what you're looking for and know the characteristics and behaviours of your current top performers.

SHORTLISTING & SELECTION

- Choose the right candidates who will add to your culture and fit with your existing team
- The benefits of behavioural testing - to inform decision making and helping you tailor your leadership style to individuals
- Assess hard and soft skills, and compare to your existing teams'



Tip: behaviour and attitude can be just as, if not more important than, qualifications and experience! You can provide experience and training. You can't train attitude.



85% of employers have caught candidates “fibbing” in their applications (HireRight 2017 employment screening benchmark report).

ONBOARDING

- Prior to their commencement date, keep them warm and excited about their new role and your organisation
- Set expectations
- Adult-based learning - Learning Management Systems (LMS), classroom face-to-face training and 1:1 mentorship
- The benefits of a strong LMS



Adults value equality between teacher and learner ("Adult learning theory and the six principles of adult learning", The University of Queensland).

LEADING BY EXAMPLE AND FOSTERING SUCCESS

- Leading by example - building relationships based on trust and mutual respect
- Inspiring your team - macromanaging vs. micromanaging
- "Bookending" your day
- Regular check-ins and 1:1s
- Performance reviews - "keep, stop, start,", reviews, check-ins and trackable timelines.



CAREER PROGRESSION

Recognise the potential for promotion, understand what opportunities you have available, and ask your people what they want!



MEASURING SUCCESS

Structured, targeted KPIs

QUESTIONS

COMPLIMENTARY OFFER!

- Complimentary job definition survey
- Consultation about your current recruitment advertising process
- Consultation about your current shortlisting process

CONTACT ME



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THANK YOU!

Continue the conversation with us on the Employment Office LinkedIn page, or visit our website www.employmentoffice.com.au

