RIS

In a retail world disrupted by shifting demographics, higher than usual turnover, increased talent sourcing challenges, digital transformation, and increased competition for both talent and customers, recruiting and hiring for passion and experience isn't enough. In addition to specific characteristics and skills, the best fit for your company will multiply what they're given to create top results. Think of the equation: Candidate x (Training + Job Structure + Boss) = Best Results. If the fit isn't right, managers spend more energy than they should have to— and customers and the business suffer as a result.

Recruiting & Interviewing Talent Selection (RITS) gives retail store leaders strategies and tools to find and select candidates that will magnify the leadership and support they receive to bring greater passion, motivation, and impact to the role. Participants learn how to develop your employment brand and build a network that makes recruiting part of everyday—widening the pool of candidates throughout the year to help you win the war for talent.

Delivery Options: Four 2-hour virtual instructor-led sessions, or one full day onsite workshop. Can be implemented as a standalone session or as part of a continuing education and development strategy following Retail Store Leadership (RSL) or Retail Multiunit Leadership (RML) training. (minimum 12 participants/Max 18 for virtual and 24 for live facilitation)

Introduction

- Elements of Success
- Candidate Profile: Talent Skills & Knowledge

Recruiting and Interviewing Skills

- Reviewing and Interviewing Skills: Three core skills successful interviewers consistently use
- Avoid Evaluative Feedback Guidelines
- Pre-Employment Inquiry Guidelines: Including guidelines for acceptable/ unacceptable questions in a lawful behavioral interview

Building a Recruiting Network

- Recruiting Best Practices Exercise and Discussion
- Recruiting Network Strategy
- Skill Practice

Recruiting Potential Candidates

- Recruiting Potential Candidates Strategy
- Skill Practice
- Using Social Media and Technology
- Tools: Monthly Recruitment Tracking

Talent Selection — Selecting the Best Candidate

- Pre-Interview Preparation
- Selecting the Best Candidate
- Live Model Observation and Notes
- Interview Practice Pack
- Taking Action Commitments
- Virtual Coach Follow-up Tools