

# 7 Steps for Improving Your Company's Hiring Plan

By Stacy Pursell-The VET Recruiter ®

At one time or another, almost every company or organization hires. As such, every company or organization has a **plan** to hire. However, in today's ultra-competitive environment, that *isn't enough*.

The question becomes this one:

**Do they have a plan for hiring *the best*?**

Hiring just anybody is definitely different than hiring the best candidates in the marketplace. A plan that works for the first group of people won't necessarily work for the second group. That's why your organization's hiring plan should be of the **same high quality** as the candidates you wish to hire.

With all of that in mind, here are **seven steps** for improving your company's hiring plan:

**#1—Make the plan your *priority*.**

It's difficult to improve anything if you don't make it a priority. Things usually don't just improve on their own. Not only should it be a priority, but it should also be measured. You've probably heard this adage: you can't improve what you don't measure. That means assessing your hiring plan and process in terms of the people you've already hired. Are they superstars? Top performers? Duds?

**#2—Identify and learn from past mistakes.**

While you're measuring, identify what you believe led to subpar hires. Then do what is necessary to rectify those shortcomings. Try to remain objective. Only an objective analysis will provide the information you need to make the necessary adjustments.

**#3—Research the market.**

What are the current trends concerning hiring and top talent? What is attracting top talent? What are the best candidates seeking in a new employment opportunity? It's difficult to hire the best unless you know what the best wants. It would also be advantageous to know about the most up-to-date screening and interviewing techniques, anything that might give you an edge.

**#4—Ignore the emergencies of the moment.**

Sometimes it's difficult to focus on improving your hiring plan when it seems as though you have to "put out fires" everywhere you look. The issues that threaten to consume your day can seem overwhelming, but they'll derail your plans for the future if you allow them. Focus is a critical component of creating your plan.

**#5—Top-grade where it makes the most sense.**

There's a good chance that some of your employees are NOT top performers. (In fact, there's probably a better than good chance.) It's every company's goal to have its staff filled with nothing but A-players. To accomplish that, though, you must top-grade. Reward your current A-players, then set expectations for improvement with everyone else. If those expectations are not met? Let the top-grading begin.

#### **#6—Recognize top talent as such.**

The way you treat top talent during the hiring process should be different than the way you treat everybody else. Don't get me wrong: you should treat *everybody* with the utmost of integrity, respect and with the highest of quality. However, once you've identified the top talent you want to hire, put them on the fast track through the process and give them the attention they deserve—and that will convince them to stick around.

#### **#7—Never stop hiring.**

This doesn't mean never stop bringing people onto the payroll, per se. It means never stop trying to improve the quality of your hires (and by extension, the quality of your employees and organization). That means always being open to hiring, whether it's because of top-grading or even creating a position for a superstar candidate who could have a tremendous impact on your bottom line.

What grade would you give your organization's hiring plan? Do you believe you hire the best candidates available? Which of the steps above could help you to improve?

Don't just have a plan to hire . . . have a plan to hire *the best*.