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partnership | Nellie
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Recruitment Finding Better Talent

The process of lean recruitment aims to identify and eliminate as much of this wasted time and resources as possible. As waste is reduced, the overall hiring process becomes more efficient, successful, and cost-effective.

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Fundamentally, lean recruitment 's goal is to deliver more value from hiring, while using fewer resources.

Too busy? Lean recruitment is probably the solution

...

In Lean Recruitment: Finding Better Talent Faster you will learn

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how to: -Identify and prioritize the most essential qualifications for any job in your organization.

-Construct a highly-effective job announcement designed to attract the talent you want.

-Mobilize your personal network to build a pool of quality

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Recruitment
candidates.

Finding Better

Lean Recruitment:

Finding Better Talent

Faster - Alison ...

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Recruitment Finding

Better Talent Faster -

in finding and hiring

candidates It takes

the total costs spent

on recruiting for your

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open roles (eg
recruiter fees,
advertisements, etc)
and divides the total
cost by the number
of hires made from
those recruitment
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Faster you will learn
how to:

- Identify and prioritize the most essential qualifications for any job in your organization.
- Construct a highly-effective job announcement designed to attract the talent you want.
- Mobilize your

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personal network to
build a pool of quality
candidates.

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Faster: Gary ...

Any recruiting team that decided to implement lean processes in their recruitment marketing and recruitment function will benefits not only from the process itself but from the

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resulting impact on
additional processes,
outsourced services
(think RPO) and
technology within
their talent
acquisition function
moving forward.

Why It's Time for Your Recruiting Process to GO LEAN

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- Construct a highly-

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effective job
announcement
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the talent you want.

- Mobilize your personal network to build a pool of quality candidates.

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So if you want to embrace a lean method for recruiting, you need to: Reduce waste in your recruiting process, by being better at time management, and smartly automate where you can. You

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want your recruiters focused on the most valuable tasks, not the most time-consuming, rote tasks. Those latter tasks are waste; a lean process seeks to reduce those.

Have You Heard Of
Lean Recruitment? |
Ideal

What is Lean

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Recruitment? Lean

Recruitment
identifies and
eliminates non-

essential and non-
value added tasks in
your talent
acquisition process.

What does that mean
in your world?

Reduced Time to Hire
and Time to Onboard;
Improved Candidate
journey; Improved

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Lean

Hiring Manager

experience;

Decreased

advertising spend;

Increased compliance
to GDPR

Lean Recruitment |

Improve and Consult

– HR improvement

In talent acquisition,

Singh said, "it's best

to apply Lean

principles to remove

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any waste steps from the process before applying Six Sigma to tune the process to achieve consistent desired...

Lean and Six Sigma in Talent Acquisition - SHRM

Lean recruiting aims to add more values for these end users and let them be the

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drivers of continuous change and improvement. Thus, as a recruiter, you need to understand the needs of every single...

5 Recruiting Lessons You Can Learn from Lean Manufacturing

...

Lean processes are efficient, which

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means they use the smallest amount of time and resources possible. Recruiting processes are filled with steps that do not necessarily lead to better or faster decisions. Some steps are required by law or corporate policy, but many can be eliminated or shortened.

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