

Strategic HR

*Strategic HR Business Advisors with Clark Schaefer Hackett*



CLARK SCHAEFER HACKETT

BUSINESS ADVISORS

# Professional Recruiting Agencies

---

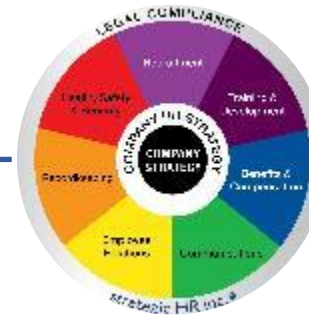
What Do I Need to Know?

May 31, 2023

# Who Am I?



Miami University Grad



Strategic HR Business Advisors



Loveland, OH

Strategic HR

Strategic HR Business Advisors with Clark Schaefer Hackett

# Who Are the Strategic HR Business Advisors?



## Outsourced HR Solutions

Tailored HR Support to meet your specific needs.



## Outsourced Recruiting

Full-cycle, on-demand services, serving as a seamless extension of your staff.



## Contract HR Services

Provide qualified, vetted, onsite HR support for your interim/temporary needs.



## Training & Development

Customized to prepare employees, supervisors, managers & leaders for success in their current and future roles.



# A g e n d a



Working with Recruiting Agencies



Starting an Interview



Describing Your Experience



How to Handle Uncomfortable Situations




In Summary



Roundtable Discussion

# Recruiting Agencies

---

- Outsourced solution 
- Working with multiple clients
- Following client's recruitment process
- Following client's *timeline*
- Working with limited information (i.e. salary negotiation)

# Recruiting Agencies

---

- Every structure will be different
  - Direct hire? Temporary?
  - Commission? Hourly?
  - Client-focused? Candidate-focused?
  - Building a pipeline? Filling single roles?
  - Headhunter? Staffing agency?

# Pros & Cons

## Positives

- Can build a great relationship
- Access to more employers and roles
- Strengthens network
- Can get unbiased feedback on the market
- Time saver!

## Things to Consider

- May be pressed for time
- Depending on client's responsiveness, they may not have answers right away.
- Not a direct reflection of company culture.
- Google reviews can be misleading.

# Your Role

---

- Research the company's page
- Sign up for alerts (if possible)
- Understand the company structure
- Consider:
  - What roles you're applying for
  - Who you've spoken with





Search by title, skill, or compa...

Worldwide

Search



Jobs

Strategic HR Business Advisors 1

Date posted

Experience level

On-site/remote

All filters

Reset

## Jobs in Worldwide

84 results

Set alert



### Director of HR, Talent and Culture

Strategic HR Business Advisors

Cincinnati, OH



31 connections work here

6 days ago • Easy Apply



### Recruitment Specialist

Strategic HR Business Advisors

Cincinnati, OH



5 alumni work here

4 days ago • 10 applicants • Easy Apply



### Project Coordinator

Strategic HR Business Advisors

Cincinnati, OH



Your profile matches this job

4 days ago • 15 applicants • Easy Apply



### Human Resources Manager - Cincinnati

Strategic HR Business Advisors

Cincinnati, OH



31 connections work here

## Director of HR, Talent and Culture

Strategic HR Business Advisors • Cincinnati, OH 6 days ago • 37 applicants

Full-time • Director

11-50 employees • Human Resources Services

31 connections work here • 5 school alumni work here

See how you compare to 37 applicants. [Try Premium for free](#)

Skills: Leadership, Job Satisfaction, +8 more

Easy Apply

Save

## About the job

Career Opportunity: Director of HR, Talent, and Culture with [The Healthcare Connection](#) in Cincinnati, OH

Do you thrive on owning and leading the overall HR culture, value, and performance of a nonprofit healthcare organization? Are you a roll-up-your sleeves, "can do" type of person? If yes, we want to speak to you about our position!

As the Director of HR, Talent, and Culture, you will actively contribute and manage all of

# Starting the Interview



- Get an understanding of how much time they've allotted for the interview (or confirm if they've already told you).
- What would make this a successful interview for them. I.e. what are they looking for?
- Have questions prepared for either the beginning or end of the interview.

# Communication Keys

---

- Actively listen
- Acknowledge the question you think they're asking.
- Identify with the situation with specific examples (if applicable).
- “What do you need from me?”
- If it's a fit, how do you see a potential match between yourself and the organization?

# Describing Your Experience

---

## **K-I-S-S (Keep it simple, silly!)**

- Put into context
- Include facts/figures
- Highlight challenges
- Highlight successes
- Explain why you moved on.

# Describing Your Experience

---

**Example:** You worked at your most recent organization for 30 years. You started on the sales floor, moved your way up into the office, and eventually took on additional leadership roles. You've seen all sides of the business, worked with multiple kinds of software, have experienced multiple challenges and brought about even more success. How do you wrap that up in two or three sentences?

# Describing Your Experience

---

**Example:** “I worked at The Muffin Man Bakery for over thirty years. I started as a salesclerk and worked my way up to Head Designer of Gingerbread Men.

During my time there, I saw a lot! I implemented a new point-of-sale software, helped work out the bugs between the software and our inventory system, streamlined our Gingerbread Men designs, implemented a new customer service greeting, and saved us thousands of dollars by re-evaluating our vendors. Unfortunately, the bakery did have to close as the Muffin Man moved from Drury Lane, so now I’m looking for a new opportunity.”

# STAR Interviewing Technique

---

- ★ **S** – Situation
- ★ **T** – Task
- ★ **A** – Action Taken
- ★ **R** – Result

# STAR Method

---

**Question:** “Tell me about a time when you didn’t succeed in a project or task. How did you handle it and what did you learn?”

**Answer:** “When I worked at STARK Industries, I was assigned to a team designing the newest suit. We were tasked with increasing the efficiency the suit’s past previous models. Unfortunately, I miscalculated. I was out of my depth with this particular model, and I didn’t ask for help. The suit didn’t meet the efficiency goal. I learned to lean on my team and ask for help when I needed it.”



# Handling Uncomfortable Experiences

---

- Remove the Emotion
- Stick to the facts.
- Focus on Positive Forward Motion
- Practice, Practice, Practice!

# Handling Uncomfortable Experiences

---

**Example:** You had a short period of time with your last employer. The environment was toxic, you were frustrated and unsupported, and you didn't agree with the direction the company was going.

*How would you describe this to a hiring manager?*

“You took a new role and were very excited about the opportunity. Unfortunately, the environment wasn't a fit, management wasn't aligned, and you decided to step away after a shorter tenure than you would like in search of a better fit.”

# Handling Uncomfortable Experiences

---

**Example:** There was a mass lay-off, and despite your tenure and loyalty to the organization, you were included in this most recent round. It's been really tough to navigate.

*How would you describe this to a hiring manager?*

“Unfortunately, the organization underwent a mass lay-off, and I was a part of that group. But this has given me the opportunity to find something new!”

# In Summary: to Succeed

---

- Research ahead of time
- Build a positive relationship with the recruiter
- Provide the answers they're looking for
- Advocate for yourself
- Keep track of your activity

# Strategic HR

*Strategic HR Business Advisors with Clark Schaefer Hackett*

## Questions?

---

Sammie Kelly

513.247.5873

[Sam@strategicHRinc.com](mailto:Sam@strategicHRinc.com)