

What to expect in episode 10:

Pre-Framing: 5 Steps to Lead Your Hiring Manager

6 out of 10 hiring managers admit they've had a **bad experience with a recruiter**. **7 out of 10 recruiters** admit they've had a **bad experience with a hiring manager**. These numbers might not come as a surprise to you though. It's no secret that recruiters and hiring managers tend to harbor animosity toward each other.

Hiring managers and recruiters alike have undeniably stressful and challenging responsibilities. Wouldn't it be nice if everyone just *got along and worked together*?

3 C's to Mend the Recruiter-Hiring Manager Relationship

Recruiters should take charge and make the first strides toward mending the relationship the 3 C's:

- Consult
- Communicate
- Coach

Episode 10: Pre-Framing the 3 C's in 5 Simple Steps

Before you can employ the 3 C's, you have to set the stage. Own your recruiting expertise by following these 5 steps to start leading your hiring manager—not the other way around.

1. Discipline

Create ground rules for your hiring managers. Where are you going to meet? Decide, then stick to it with every person, every time. What about time? Specify in advance. Show up 2-5 minutes early to show that timeliness is key.

2. Intention

Discuss the intention of the meeting right away. Address an issue, like an open position or turnover. Then, develop a strategy. Again, stick to it.

3. Conditions

What are the conditions of the meeting? What does your hiring manager need to make the meeting successful? Job descriptions, ideal profiles, position history?

4. The Way

How are you going to reach the outcome? Some meetings are informative. Some meetings are actionable. What's the communication plan moving forward? Whatever it is, everyone involved needs to agree.

5. Outcome

Now's the time to solidify that outcome with a plan. Outline the key criteria for the position, talk compensation, and address issues like turnover and reputational issues.

With strong pre-framing, you can stand your ground with the 3 C's before your hiring manager even bats an eye.