

What to expect in episode 11:

How to Consult with Your Hiring Manager in 3 Simple Steps

We said this last week and we'll say it again today: you have to position yourself as a leader in recruitment when you're up against your hiring manager. We found a way to break down your efforts into 3 simple steps, or as we call it, the "3 C's:"

1. Consult
2. Communicate
3. Coach

So, how can we use the 3 C's to strengthen your credibility?

Episode 11: 1 of 3 C's to Establishing Recruitment Leadership

Let's just start with a rundown of the first C: consult. There are 3 key actions you have to master to consult effectively with your hiring manager:

1. Clarify

When your hiring manager lists the skills, experience, and educational requirements for a role, ask her to rank them in order of preference. This list could easily get out of hand (as they often do). Just avoid the trainwreck.

2. Question

Let's say your hiring manager narrowed that list down to 8 must-haves. One of those must-haves is 10 years of experience. While that is a significant chunk of time, you have to question what the candidate learned in 10 years. Always remember that experience doesn't necessarily equal skill.

3. Counsel

Finally, counsel her on why it's important to plan a recruiting strategy together. Discuss where you plan to look for candidates. Confirm a communication plan as you move forward in the recruiting process.