



The Consultative Recruiter: The Key to Faster Fills, More Candidates & Happier Hiring Managers

Katherine Moody

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Stop! Before you add any more social media recruiting techniques, new sourcing or research tactics or search for yet another niche job board, let me show you how to implement a woefully neglected strategy to get you:

- More Qualified Candidates
- Faster Times to Fill
- Happier Hiring Managers

Here is the book that will support you in improving recruiting productivity, filling searches faster, and having more influence with your hiring managers.

And you don't even have to read the whole book to start experiencing those benefits. Check the **Quick Start Guide** on page 145 to start solving your biggest time-wasting challenges immediately!

By the way, this is not about changing you. We are actually going to influence hiring manager behavior in a non-confrontational yet incredibly effective approach.

Now for the first time, you will get detailed guidelines and techniques so you can stop having to chase your hiring manager to get decisions, send a clear message (without actually saying it) that you're not an order taker, all while sourcing more of the great candidates and closing your reqs even faster.

You don't have to add extra things to what's already on your plate; you just have to replace what does not work with these tested-in-the-trenches techniques that actually work the first time you try them.

Bonus Chapters:

- Strategic Techniques and word-for-word scripts to solve your most frustrating, time wasting challenges-- get timely feedback from your hiring manager and STOP waiting (page 131)
- Surprising way to get feedback that tells you something, (page 134)
- Effectively deal with HM's who want to see more and more, don't understand recruiting isn't just a matter of going to the door and yelling "We're hiring" and dealing with last minute surprises because (surprise) not everyone agrees on what constitutes a great candidate for the job.(page 136)

PLUS:

- How to have your best search ever and my most treasured form--The Comprehensive Launch Document (page 97)
- How to write postings your best candidates will love, even if you hate writing, think you aren't creative and came close to flunking English in high school (page 121)
- Elephant in the Room: Why Finding Great Candidates isn't enough and why even if you are filling positions, your hiring managers may still be treating you like an order taker (page 86)

And Even More Goodies:

- A package of tools that have taken me years to compile: (also in word format to download so you can customize)
- How to point out the reasons “time to fill” is unacceptably long—without saying a thing!>
- An exhaustive list of questions to ask the hiring manager to successfully launch a new search and build an even stronger business partnership in the process.
- A hiring manager satisfaction survey that actually pinpoints the areas to focus on improving the relationship—and why you should not start this process with a hiring manager satisfaction survey.
- A simple one-page worksheet that will get the recruiter and hiring manager working together to fix a problem in any search.

While it’s often obscured or ignored, the impact of poor recruiter-hiring manager relationships is real and significant. Now with these easy-to-implement techniques, forms and tips, those relationships can be transformed and you will get to do more of what you love about recruiting.

You may start to really enjoy working with your hiring managers as their consultative recruiter. I know you’ll have more fun!

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Refugio Kennedy:

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