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Presenter,

Welcome to:

5 Steps to Hiring Abroad – Global Strategic Thinking

Presented by
Lighthouse Consulting Services, LLC



Featured Guest:

Tom Drucker
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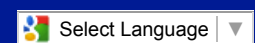
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Check the Strategic Fit

- Why is this off-shore hire the right move for your business?
- Why is this a good move for your business NOW?
- Are you being realistic about the time-frame for the return on your investment?

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Create a Sourcing Plan

- Look for sourcing partners who know your market
- Ask employees, customers and suppliers if they have suggestions
- Test your job description with trusted partners and colleagues
- Use a variety of sources to advertise and promote the job opening (don't limit yourself to the country in which you want the job to be located)
- Cultural familiarity and language skills matter more than you might imagine

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Create an Interview Process

- Common criteria need to be established and agreed upon by a small team within the company (including external resources if recruiters are used)
- Resumes and cover letters can often be misleading. Cultural differences need to be understood by the hiring manager and his/her team
- Use SKYPE or similar tools and a guided behavioral-based panel interview format to select the best five candidates from the first round pool

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Evaluate & Select the Top Candidate

- Schedule one-on-one conversations between each top candidate and a senior manager or hiring manager
 - Review job opportunity in detail
 - Examine candidates' background and fit for the job
- Using the behavioral questions established, determine if the candidate should be passed to the next round and asked to take the 16PF Inventory to help establish a better understanding of their fit for the organization, the company culture and the specific demands of the job
- The candidates are sent instructions to complete the inventory. The candidates scores are sent to the hiring manager and the HR manager. A debrief is scheduled so Dana can review and discuss the results, a final decision can be made and an offer extended

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Acceptance, Onboarding & Feedback

- Finalizing the acceptance should entail signing a contract detailing the terms & conditions of any personal relocation and ongoing living expenses, as well as all agreed upon salary and bonus information associated with the written job description
- Often, it is the hiring organization that needs cultural awareness training because the new hire is more knowledgeable about the local market and customs. The hiring organization must be prepared to learn from the new hire, as much as the new hire is learning about his/her new company.
- Realistic expectations of results need to be established so that success is measured using multiple sets of criteria. Feedback on the new hire's performance is gathered from a variety of sources over time so learning and improvement can be continuous

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2. Create a Sourcing Plan
3. Create an Interview Process
4. Evaluate & Select the Top Candidate
5. Acceptance, Onboarding & Feedback

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