Guest,

Welcome to:

Advanced Sourcing - Getting Top Talent Through Social Network Recruiting

Presented by
Lighthouse Consulting Services, LLC

To print program slides, click here:
Social Recruiting Circle of Life

- Broadcast Your Job
- Publish and Push Content to Talent Pools
- Target Specific Candidates
- Nurture Candidate Relationships

Featured Guest:
Barry Deutsch
Executive Recruiter
Co-Founder of IMPACT Hiring Solutions
Author: You’re Not The Person I Hired
Phone: 310-502-5313
Email: barry@impacthiringsolutions.com
Website: www.impacthiringsolutions.com

Host:
Dana Borowka, MA
CEO, Lighthouse Consulting Services, LLC
Author of Cracking The Personality Code
Phone: (310) 453-6556, ext. 403
Email: dana@lighthouseconsulting.com
Book: www.crackingthepersonalitycode.com

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3130 Wilshire Blvd. Suite 550
Santa Monica, CA 90403
T 310.453.6556
F 310.828.6987
reception@lighthouseconsulting.com

- In-depth Workstyle & Personality Assessments
- Interpersonal Coaching
- Workshops - Cracking The Personality Code
- Career Guidance
What Motivates Top Talent?

- Opportunity
- Percentage of Candidates Seeking Greener Pastures
- The LIB Curve

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Where do Candidates Come From?

- Aggressive Candidates
- Selective Candidates
- Non-Candidates
- Sleeper Candidates

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Compelling Marketing Statement

- Headline
- Challenging Question
- Vision
- Success Factors

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Best Practices in Sourcing Top Talent

- Employee Referrals
- Advertising
- One Degree of Separation

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Social Recruiting Infrastructure

- Applicant Website
- Register Company Account on Social Media Sites
- Applicant Tracking System
- Email Broadcasting Service
- Get all your employees involved-training
- Name a Czar for Social Recruiting

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High Volume – Low Touch - Broadcasting

- Generic and Specialty Job Boards
- LinkedIn Discussion Groups
- Employee Networks on Facebook, Twitter, and LinkedIn
- Post to Company Pages on Facebook, Twitter, and LinkedIn

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Publish to Talent Pools

- Share Content about Careers/Company Events
- Publish to Discussion Groups on LinkedIn
- Publish to Company Page Followers on LinkedIn/Facebook
- Publish to Twitter/Google Plus
- Email Blasts to Segmented Candidate Pools in ATS

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Target Specific Candidates

- Target Competitors
- Search on LinkedIn
- Specific Messages through ATS
- 7-8 Messages to Engage
- Ask for Referrals

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Social Recruiting Requires Active Presence

- Blogging, Tweeting, Facebook Postings, LinkedIn Activity
- Get your employees involved
- Publish employee stories

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Make Social Recruiting Circle a Process

- Develop a SFS/CMS
- Broadcast Your Job
- Publish and Push Content to Talent Pools
- Target Specific Candidates
- Nurture Candidate Relationships
- Get Referrals from Candidates
- Great People Pop out the Bottom of the Funnel

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Listening Is More Powerful Than Speaking

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