



A ONE-TWO Punch in the Fight for Talent

For most organizations, hiring and retaining team members is a hit or miss process. One way to compete is to hire winners keep winners! ALD, Inc. is introducing a real one-two punch in the fight for talent – ***Hiring Winning Talent*** and ***Retaining Winning Talent***.

Hiring Winning Talent

This course provides managers and team leaders with the skills, process, and tools to identify and hire winning team members who will succeed. This program enables managers to implement a structured process that will streamline the hiring of new team members. The program focuses on the skills required to determine appropriate job competencies, to prepare a team to interview candidates, and to align the hiring team with a coherent selection system that will enable the team to choose winners.

In this course participants will learn to

- **Establish** an efficient process that reduces the time it takes to interview and select a qualified candidate.
- **Maximize** new hires' productivity by ensuring that candidates are a good fit for the job.
- **Ensure** team cohesion and support for new hires by involving team members in the process.
- **Increase** the retention of all new hires and reduce turnover during their first year on the job.

Retaining Winning Talent

Often managers worry about team member retention after someone resigns. This workshop provides managers and team leaders with the skills and tools to help rate the retention risk of each team member, surface individual team member's retention needs, increase the level of commitment of each team member, and most importantly, develop and implement a proactive Retention Action Plan for their entire team.

In this course participants will learn to

- **Describe** the scope, severity and cost of attrition.
- **Determine** the risk of attrition for each team member.
- **Identify** which retention factors motivate each team member.
- **Increase** each team member's engagement and commitment.
- **Apply** the STARS research to build and implement an effective Retention Action Plan for their entire team.



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**Call
Today!**