



ODA / Management Review

A Note From Joel

November 2019

I am back with: ODA / Management Review, this month's emphasis is "Building our Management Skills."

ODA's two monthly newsletters will alternate; I trust they will be helpful in managing your business.

We see our five step process:

RSTMM: Recruiting - Selecting - Training - Managing - Motivating;
as a road to Excellent Employees.

Building your organization starts with the recruits you select to join the team. This may be a task you do in house alone or working with an employee recruiting firm. In either case, the marketplace for talent, as some recruiters call it, has changed like everything else in the business world.

What are some of the current factors which affect finding good employees?

- The average prospective employee has access to more information about your business than ever before.
- This prospect has likely had extensive education and training.
- The applicant has an excellent resume and has been coached.
- Make no assumptions about job titles and positions listed.
- Employees no longer share any one typical family environment.
- An amazing number of countries are sending us their best.
- There is no correct number of previously held positions.
- Make no assumptions about the dress code, hours worked and supervision they received in previous positions.

You get the idea. If you start out trying to replace a long term employee just like the one who retired you are likely to be disappointed for all of these reasons.

But this is not a bad thing! I have been recruiting employees in many markets for 50 Years. And in many respects, these changes you see above make recruiting very interesting.

Keep in mind that, if you don't deal with these "differences" during recruiting they will come up when they are employees. And these issues may very well be what makes these folks excellent employees.

The fact is businesses need to manage their recruiting process at least as well as their employee supervision program. Make a plan and communicate.

In the meantime, Good Managing!

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