BLUE LAKE
CONSULTING GROUP

Recruiting Trends & Strategies




How do you find the best talent?
Recruiters:
hr.memes


THIS IS MY FACE WHEN HIRING MANAGERS THINK WE JUST HOP ON LINKEDIN...
...AND IT JUST RAINS QUALIFIED CANDIDATES


WHEN A DEVELOPER UPDATES THEIR LINKEDIN


WHO SAID RECRUITING WAS STRESSFUL
I'M 27 AND I FEEL GREAT!


I WILL GET MY CANDIDATE TO THE 6TH AND FINAL INTERVIEW


RECRUITER ADDED ME ON LINKEDIN
SO I GUESS THINGS ARE GETTING PRETTY SERIOUS

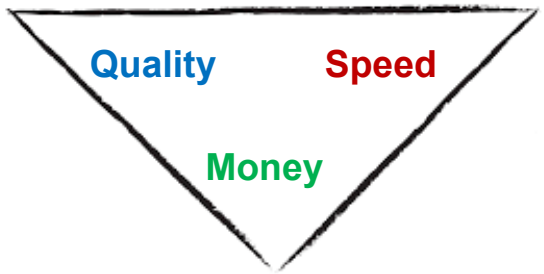

The face a recruiter makes when a
candidate meets all the requirements and is interested

The Recruiter's Framework:

Technologies, Processes & Human Dynamics

INNOVATION & AUTOMATION

The Recruiter's Dilemma & 3-Dimensional Paradox





Diversity vs. Inclusion
Equity vs. Equality



MIND TRAPS, BIASES & TRIGGERs

"I'll know it when I see it." – the MIND READERS (confirmation bias)
"I can already tell from this resume that…" – over-GENERALIZATIONS
"I can usually tell within the first couple minutes…" – THE GUT FEELING (INSTINCT)
"No job hoppers allowed, and those gaps are a red flag." – ONE-SIZE-FITS-ALL
"These candidates look great but let's see who else is out there..." – GOLDILOCKS
"People from that company/industry/background…aren't a good fit." – STEREOTYPES
"Let's pause the search for a while and see what changes..." – Wish on a star
"I really need someone that checks all of the boxes for this role." – FRANKENSTEIN



SEARCH METHODOLOGY – OVERVIEW



PHASE 1

DISCOVERY & SEARCH STRATEGY

- Deep discovery of company, org structure, culture & strategic plan
- Development of role specifications & ideal target market profile
- Establish performance goals, search timeline & communications plan

PHASE 2

RESEARCH & RECRUITMENT

- Deploy sourcing techniques, map the market & attract talent
- Launch social media & marketing campaigns (if applicable)
- Review data analytics, assess candidate reach & relay market insights

PHASE 3

TALENT REVIEW & ASSESSMENTS

- Calibration checkpoints ensure accuracy & quality of talent pools
- Develop inclusive & diverse selection of candidate submissions
- Provide consultation & logistics for final slate review & selection

PHASE 4

ONBOARDING & ALIGNMENT

- Guide the process to offer acceptance & manage the transition
- Conduct 360˚ review of the process & conduct feedback session(s)
- Maintain regular communications with both client & candidate

Team of Experts • Proven Methodology • Agile Recruiting Services | "We Build High Performance Teams to Accelerate Your Growth."

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COMMENTS & QUESTIONS

“Our ability to reach unity in diversity will be the beauty and the test of our civilization.” – Mahatma Gandhi



MICHAEL NOACK

Co-Founder, Chief Growth Officer

- Michael has nearly two decades of experience in executive, professional & technical search, ranging from small boutique & start-up to large-scale corporate recruitment programs
- He is a hands-on leader who enjoys navigating complex talent challenges for his clients and designing creative, innovative and cost-effective search solutions
- Michael is continuously developing the art & science of his search practice within industry sectors including private equity & venture capital, IT & technology, engineering, manufacturing, healthcare, energy & financial services
- He also volunteers as a Board Member for the *Bob Lynch Boxing Foundation* and *Wisconsin Golden Gloves*

B.S., Psychology	University of Wisconsin – Eau Claire
M.B.A.	University of Wisconsin – Whitewater
Executive Education	University of Wisconsin – Madison



JEFF DOLLAR

Co-Founder, Head of Executive & Technical Search

- Jeff has a proven track record of delivering customized, innovative and consultative search solutions for senior strategic and niche talent on a global level across diverse market & functional sectors
- He has successfully completed hundreds of knowledge expert IT/technology assignments in addition to balancing executive leadership, sales, marketing, finance and operational projects
- Jeff's search experience spans various market sectors including pharmaceutical/life sciences, healthcare, architecture & engineering design, alternative & renewable energy, medical device and other industrial engineering manufacturing environments
- He also remains very active as an NCAA basketball official in New York

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B.S., Health Science State University of NY College at Cortland

LET'S GET STARTED

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