



Talent 2.0: HR is 24/7/365!





An annual plan for talent management is a must.

**Excellent leaders signal their culture through
process. You are hiring daily!**

***This webinar examines how leaders must create
new methods to thrive in their organizations.***



THE INDIAN HILL TEAM



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24/7/365

1. Modern era
2. Build team process
3. Test your system
4. Build a calendar
5. Build a calendar
6. “ROI” = Save \$



Create A Calendar:



Modern employees are seeking job daily!

- Socializing those around you to understand the cycle is ongoing: a potential hire is looking NOW!
- Elements:
 - Brand Management
 - Update JDs
 - Social Media presence
 - Goals/Missions
 - Provide monthly structure
 - Point out growth areas
 - *Maximize performance*
 - [Sample](#)



Secure Talent:

1. Social Media Game
2. Screening tools
3. Planned, tiered interview process:
4. Automation: Contracts
5. Onboarding

GOAL: Competitive Time to Hire



Process Methods:



1. Online: Who leads this?
2. Application system
3. Screeners: Who?
4. Panels: Who?
5. What's at stake?



Steps to securing Talent quickly:

1. Be flexible within your system when you have the right person.
2. Have your paperwork ready and use tools like Docu-sign to get intent letters out.
3. Know your terms and compensation package thoroughly so you can answer any questions.
4. Take care of candidates through the process. You are selecting candidates and candidates are selecting you.
5. Be on the same page with your leadership team about timeline.
6. Call when needed to expedite the process.





HR Leaders Reinforce Accountability Through Process

1. **Values ID**
2. **Cultural Alignment**
3. **Culture Add**
4. **Key Performance Indicators**
5. **Professional Experience**
6. **Professional Demeanor**
7. **Natural Talent**
8. **Leadership**



Teams Approach:



Develop a tiered, team presence:

- **Calendars matter***
- **Teams can help other teams**
- **Multiple levels of the process**
- **Powerful feedback can occur**
- **Set parameters**

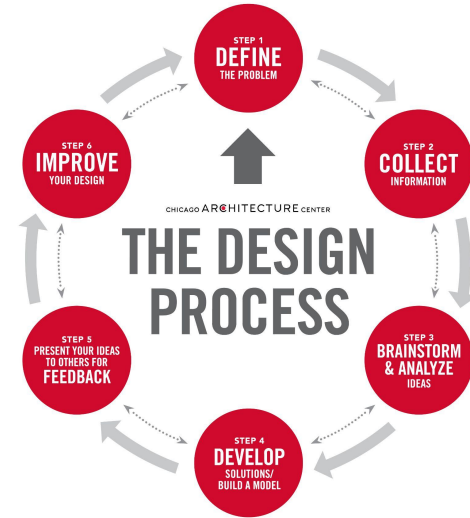
***Great Resource from previous AASPA presenter (5/2/23), “Strategic Talent Leadership for Educators, A Practical Toolkit” by Amy A. Holcombe**



Other Process Factors:

- Calendar: Start and end faster*
- Topic-specific ads
- Focused amount of candidates/volume
- Recognize pools for future
- Envision next roles
- Background checks
- References trail

** Force teams to plan ahead with employee targets for more efficient and competitive hiring.



Model the way



Put a model in place:

- **Leads work process**
- **Intentional, routine, and consistent**
- **Improves the quality of the workplace.**
- **Provides data**
- **Aligns use of time to budget**



THANK YOU



References: Feel free to contact us for other resources!

AASPA Perspective Magazine www.aaspa.org

Experience Management Institute www.exmi.org

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