

# Exceptional Start: Assessing & Building Your Recruitment & Retention Program



**Session 2: Full Day In-Person | November 28, 2018 | 9:00 a.m. - 4:30 p.m.**

## **Wesley Des Moines**

Thoughtfully choreographing every moment of your applicant and new hire's experience can create a loyal team member who is a raving fan of your organization. Ignoring these moments can start them on the path to disengagement and give you a group that's just looking to collect a paycheck. In this full-day session we'll give you everything you need to start building a best-in-class recruitment and retention program! We'll cover assessing your current practices, reviewing online and onsite job applications and interviewing do's and don'ts. We'll also dive into creating energizing job ads that stress must-have competencies, engaging interview questions that let you learn more about the candidate, and other best practices for attracting and interviewing that you can implement immediately.

### **From this session you will:**

- Assess your organizational practices to find the bright spots as well as areas of greatest opportunity
- Ensure your team members and residents are engaged in finding the right candidates
- Reduce the number of employees you acquire from other providers and instead cast a wider net to attract more people to our field



**Questions? Contact - Pat Sylvia at**  
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