



Ten to Win!

**Headhunter Strategies to connect
clients with opportunities**



Agenda

- Catch Phrase
- Ten to Win!
- Q&A



Catch Phrase

- Talent = Candidate
- Opportunities = Jobs
- “Req” = Requisition or Position Description



#10

Take a Walk



#9

Give Talent Homework



#8

Conduct your own Reference Checks



#7

Connect with Hiring Managers



#6

Get the “Req” Essentials



The Five Questions

- *What are the top five skills required to successfully perform this role?*
- *Describe the ideal talent for this role...specifically, what are the top 5 accomplishments of the individual you would be ready to interview or hire tomorrow?*
- *What will the talent hired be responsible for accomplishing? .*
- *What will having this position allow your organization to accomplish?*
- *How will you determine the success of this relationship?*



#5

**Use “Q” Letters to share
Talent**



Q Letter

Your Requirements	Talent Accomplishments
Requirement 1	Demonstrated experience
Requirement 2	Accomplishment
Requirement 3	Accomplishment
Requirement 4	Accomplishment



#4

Focus on Interviews not Resumes



#3

Brand Your Brilliance



Brand Your Brilliance

- *What is your value proposition?*
- *What is your time to fill? Retention Rate? Client Career Services? Connection rate?*
- *What policies support the hiring of your talent?*
- *What does your talent pipeline look like?*
- *What are your credentials? Associations?*
- *How do you aid in Orientation? Retention?*



#2

Become a Metrics Guru



#1

Exercise the “BIG C”



Ten to Win!

- Exercise “The Big C”
- Become a Metrics Guru
- Brand Your Brilliance
- Focus on Interviews not Resumes
- Use Q Letters to share Talent
- Get the “Req Essentials”
- Connect Directly with HM’s
- Conduct Your Own Reference Checks
- Give Talent Homework
- Take a Walk