

Webinar on

Handling Compensation

Areas Covered

- How to switch the candidate's decision criteria from compensation to career growth
- Why compensation should never be a filter during the first call
- How to position your opening as a 30% non-monetary increase
- Getting candidates to compare offers on long term opportunities vs. the day 1 compensation package
- How to test and negotiate offers to ensure 100% acceptance

By negotiating compensation properly it's possible to hire the strongest people for the right reasons. This ensures maximum satisfaction and successful performance once the person is on the job.

PRESENTED BY:

Lou Adler is the CEO and founder of The Adler Group – a consulting and training firm helping companies implement "Win-Win Hiring" programs using his Performance-based HiringSM system for finding and hiring exceptional talent. More than 40 thousand recruiters and hiring managers have attended his ground-breaking workshops over the past 20 years.

On-Demand Webinar

Duration : 60 Minutes

Price: \$200

Webinar Description

Too many companies struggle with negotiating offers and screening candidates properly. To achieve a successful Win-Win Hiring™ outcome requires compensation to be part of the overall hiring package but not #1. Win-Win Hiring means hiring for the anniversary date, not the start date. In this case, both the hiring manager and the new hire still agree is what the right decision one year after starting. Handling compensation properly is essential for achieving more Win-Win Hiring outcomes.

In this session, compensation will be covered from a number of perspectives to ensure it's handled smoothly and professionally. Most important of all is to ensure that candidates aren't screened out prematurely and that offers are negotiated properly. The underlying theme for handling compensation properly and for achieving a Win-Win Hiring outcome is to quickly move it to the third or fourth item on the candidate's decision-making list from number one. Number one needs to be the career opportunity inherent in the job and that the work is intrinsically motivating.



By negotiating compensation properly it's possible to hire the strongest people for the right reasons. This ensures maximum satisfaction and successful performance once the person is on the job.

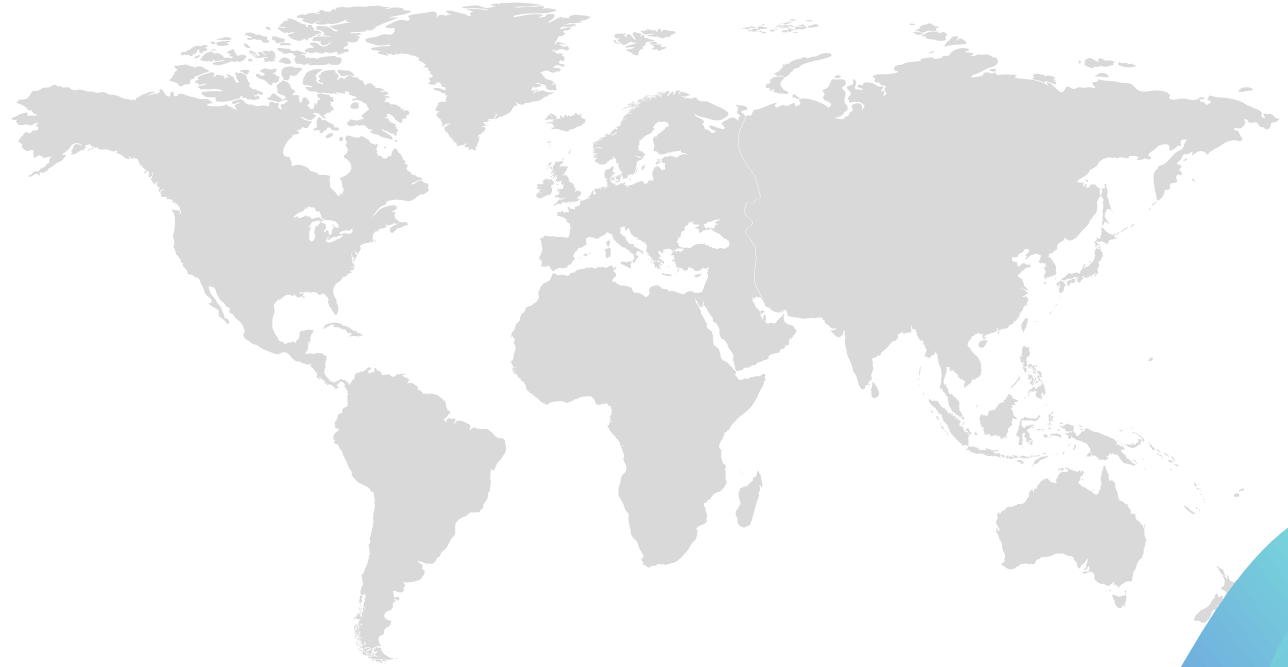
Using the 30% Solution as a guideline for making offers is the key to hiring the strongest talent without paying unnecessary salary premiums. In this case, the 30% is the non-monetary component of the offer consisting of job stretch, job growth, a mix of more satisfying work and a job with more impact. By overvaluing compensation and paying unnecessary salary premiums the real drivers of growth, satisfaction and performance tend to be overlooked.

During this session, we'll also cover how to negotiate offers and how to get job candidates to compare different opportunities. One rule we stress is to never make an offer formal until you're 100% sure it will be accepted. Achieving this is only possible by testing offers at every step in the process.



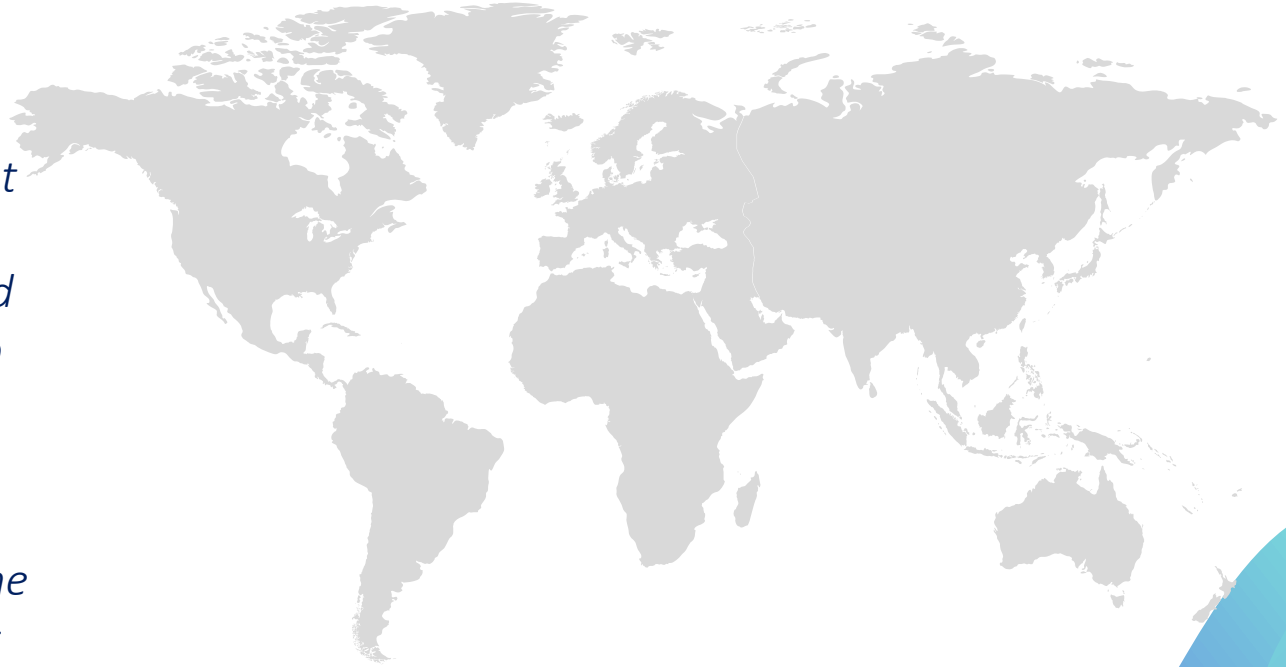
Who Should Attend ?

This program is designed for everyone who handles compensation including those in HR, talent leaders, recruiters and hiring managers.



Why Should You Attend ?

This program is designed for everyone who handles compensation or negotiates offers. This includes those in HR, talent leaders, recruiters and hiring managers. This course is for anyone who has ever lost a candidate who rejected an offer or opted-out of the hiring process because the compensation package was insufficient. These are all self-induced problems that can all be solved by learning how to discuss compensation and negotiate it properly at each step in the process from the first contact to the final close. Every person who interviews candidates or has some part in putting together the compensation package together needs to take this course and embrace it. At its core is understanding human nature and the decision-making process when it comes to changing jobs.



To register please visit:

www.grceducators.com

support@grceducators.com

740 870 0321