

HIRING QUALITY EMPLOYEES

IN THE AGE OF
MILLENNIALS

HOW TO RECRUIT, ONBOARD & RETAIN TOP TALENT

FRIDAY, NOVEMBER 3RD

12:30 PM - 4:00 PM \$100 PER PERSON
\$90 PER CHAMBER MEMBER

DISCOUNTS AVAILABLE FOR MULTIPLE EMPLOYEES

THIS SEMINAR IS DESIGNED TO SATISFY THE NEEDS OF BUSINESS LEADERS, HUMAN RESOURCES PROFESSIONALS, MANAGERS, SUPERVISORS, AND ORGANIZATIONAL DEVELOPMENT. DURING THIS HALF-DAY PROGRAM, WE WILL FOCUS ON THREE AREAS FOR MILLENNIALS AND OTHER EMPLOYEES. HOW TO **RECRUIT THEM**, EFFECTIVELY **BRING THEM INTO YOUR ORGANIZATION** (ONBOARDING), **AND KEEP THEM**. WE WILL ALSO OFFER PLENTY OF BEST-PRACTICE IDEAS FOR ONBOARDING AND RETENTION THAT YOU CAN IMPLEMENT.

LOCATION: SMEC Room 012
(PLEASE USE SOUTHERN-MOST ENTRANCE)

SOUTHERN MINNESOTA EDUCATIONAL CAMPUS
115 S PARK ST | FAIRMONT, MN 56031

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<http://conta.cc/2eXo3xE>



Light Refreshments will be served
LUNCH IS NOT INCLUDED

FEATURED SPEAKER



Wes Pruett
FOUNDER & OWNER
HR ADVISORS, LLC

Wes Pruett is the owner of HR Advisors LLC, a consulting practice that provides service to clients who seek to align their business and employees, creating successful outcomes and excellent work environments. After 20 years in senior leadership within the Mayo Health System, he founded HR Advisors.

WHAT YOU WILL LEARN:

- How recruiting methods have changed
- How to use social media to source hard-to-find candidates
- Why millennials and other employees stay or leave
- How to measure turnover and retention
- The surprising relationship between compensation, satisfaction, retention, and motivation
- The relationship of leadership to retention and turnover
- Mission, vision, and values – how they make a big difference with millennials
- Importance of onboarding to retention, engagement, and performance
- The surprising importance of “cause work” for millennials
- 7 steps to giving effective recognition
- Understand the four onboarding “C’s”: Compliance, Clarification, Culture, Connection
- Applying gamification to onboarding – why and how
- How to structure a comprehensive onboarding plan
- How to build connections with new hires
- How retention interviews support onboarding
- How to use technology to modernize your program
- Best practices for effective recruiting, onboarding, and retention

WHAT YOU WILL RECEIVE:

You will leave this seminar armed with a leadership self-assessment, 146 ideas for reducing turnover, a tool for assessing your onboarding program, coaching and mentoring questions to build engagement and loyalty, 120 onboarding best practices, and a copy of the speaker's presentation slides.

EVENT
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