



MIND RESOURCES

RE-IMAGINE THE JOB DESCRIPTION

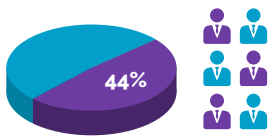
HIRE AND RETAIN TOP PERFORMERS WITH THE SPOT ON JOB DESCRIPTION FRAMEWORK

Making the right hiring decision starts well before you interview candidates. It starts with writing an effective job description. Traditional job descriptions are nothing more than a boring list of duties and not only attract the wrong candidates they repel the ones that you want. They also make employee accountability very difficult and ineffective.

"TO HIRE WELL THE FIRST TIME, THE KEY IS TO KNOW WHAT YOU ARE LOOKING FOR BEFORE YOU START LOOKING."

Most hiring managers fail to clearly think through what they need in a position before going to market to fill their role. Then they try to match a poorly written job description with a resume - often going on 'gut feel' to hire.

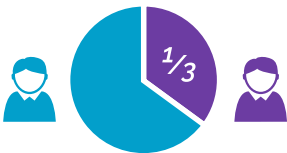
THE COST OF A 'BAD HIRE'



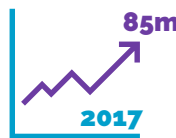
44% of hiring managers rated their last hire as 'not good'



It costs up to 200% of a staff's salary to find a replacement



You lose up to 1/3 of someone's annual salary for every bad hire



The gap between jobs to fill and quality candidates available globally could reach 85 million by 2025

THE PROBLEM WITH TRADITIONAL JOB DESCRIPTIONS

The problem with traditional job descriptions is that they are task-based, unengaging and either too ambiguous or overly detailed.

Traditional job descriptions:

- Can repel high quality candidates who may look right past the advertised role or job ad
- Are ineffective tools to hold your employees accountable for performance
- Are rarely updated, causing a disconnect between what you expect from your staff (as market conditions change or your company or team evolves) and what they think you think you expect.

SATISFIED CLIENTS



www.mindresources.net



ABOUT KIM SEELING SMITH

Kim is a sought after industry thought leader who partners with organisations to provide practical and research-based solutions to:

- Reduce employee turnover
- Increase employee motivation, morale, productivity and performance
- Increase the quality and quantity of candidates you are able to source, select and hire
- Enhance or eliminate annual performance appraisals / reviews
- Develop or improve organisational culture

She is the author of Mind Reading for Managers: 5 FOCUSed Conversations for Greater Employee Engagement and Productivity and co-author (with Brian Tracy) of 101 Great Ways to Enhance Your Career.

Kim was invited to:

- A 2016 Necker Island gathering by Richard Branson
- Judge the Australian HR Awards (2012-2014)
- Judge the Middle East HR Excellence awards in Dubai (2014)

HIRE WELL THE FIRST TIME THROUGH THE RE-IMAGINE THE JOB DESCRIPTION WORKSHOP

Companies are astounded by the success they've had with the Re-Imagine the Job Description Workshop. This is 4-hour program, facilitated by Kim is a live lab teaching the theory behind the SPOT ON Job Description framework. You hear real case studies with results and you will create your own SPOT ON Job Description for a particularly hard to fill role.

NOW TAKING WORKSHOP REGISTRATIONS!

Workshop Learning

Outcomes



Learn why compelling, outcome based, measurable job descriptions are a MUST for hiring well and simple, effective performance management



Define and articulate the purpose of your organisation and the purpose of the role - the most important tool to help you attract the right candidate and repel the wrong ones



Define and articulate culture or organisational fit (so you know it when you see it)



Develop measurable outcomes to provide certainty and clarity to applicants about what they need to achieve and how their success will be measured, giving you more objective criteria to hold them accountable and manage performance



Determine the strengths or innate abilities required for the individual to successfully achieve the targets you set

Real Companies,

Real Results

Hear it from those who have gotten the results from the SPOT ON Job Description framework:



"In 25 years of owning the business I have never seen the calibre of candidates we are attracting now."

Mark Hunter CEO
Hunter Express
(The Google of the Transportation Industry)



"Everyone in the company is in awe. We're all like - OMG! WE HAVE A SYSTEM THAT WORKS! THANK YOU - your stuff has been hugely beneficial."

Leela Cosgrove CEO
Strategic Anarchy

Learning and Development

Solutions

THE MIND RESOURCES PROMISE

The Mind Resources mission is to assist you in creating and achieving the future you desire. We promise to help you uncover tangible, workable solutions that produce amazing results for you and your teams. With Mind Resources by your side, rest assured that your business will survive and thrive!



Money Matters

The techniques you will learn in this workshop are usually only discussed in high-end seminars costing thousands of dollars, but Mind Resources brings you all the benefits at the fraction of this price!



What's Included?

A SPOT ON Job Description template complete with questions to consider and examples to follow to help you build JDs in the future.



Registering for a Workshop

Let's talk about the benefits so you can make the right decision and register with confidence. The possibilities for your return on investment are endless!

Call Mind Resources to book your spot today.

Spaces are strictly limited.

Ask about our multiple booking offer!

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