



Auto Staffing Process

Prepare-Attract-Hire-Retain People Round Table



Certified
Professional
Behavioral
Analyst



Gary Gunn



Mr. PAHR



Norm Bobay

May be
Here
May not



Auto Staffing Process

People Round Table

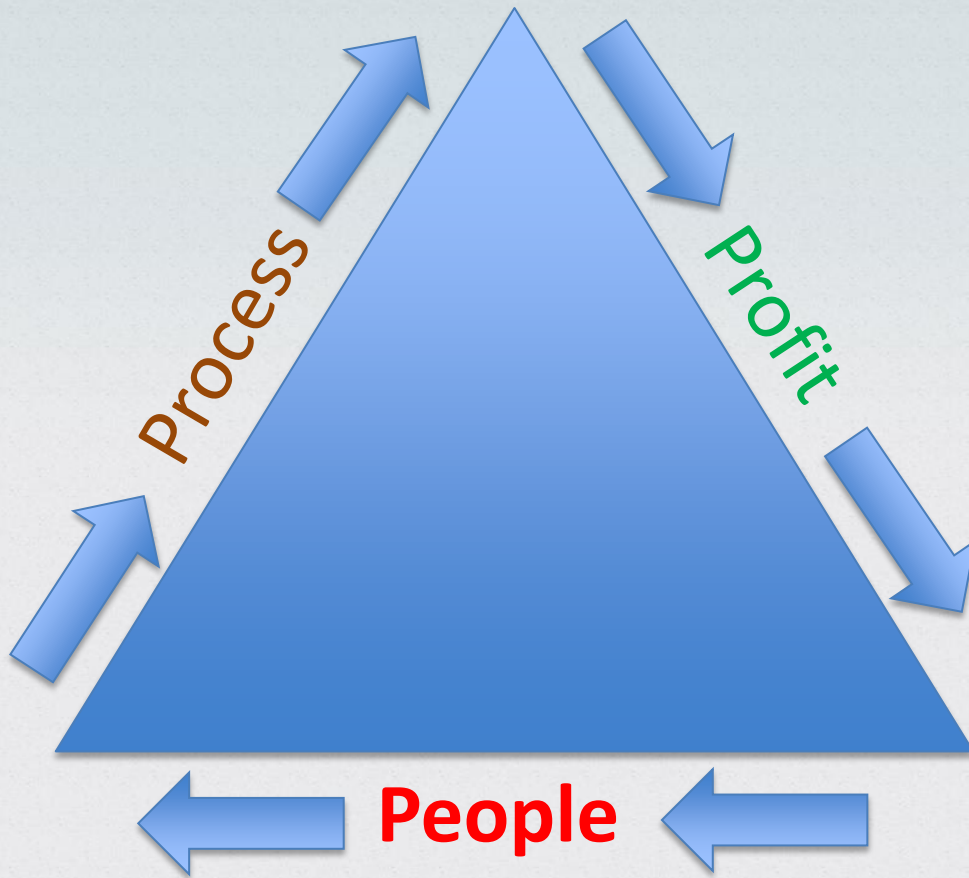
Virtual BOD

Talking Points





***A**uto **S**taffing **P**rocess*





Auto Staffing Process

People challenges
People issues
People retention
People mentoring
People coaching
People pay plans
People recruiting
People hiring
People ready
People scenarios
People concerns
People finding





Auto Staffing Process

People the number ONE talked about item in our business

People the base of our Three P triangle

People the number ONE challenge and concern

Bring your issues and we can solve them in Round Table Fashion just like you would with a Board of Directors...Lay your issues on the Table and ask for help.



Auto Staffing Process

Let's hear from the attendees today.....

Some People Scenarios....

Lay them on the table so we can solve them...





Auto Staffing Process

Perhaps use some

ASP Tool Kit

Leadership Tool Kit

Management Tool Kit

PARP Tool Kit



Auto Staffing Process

See Auto Staffing Process Library for recordings

1. Recruiting **Techs and SA and GS (May 4)** Req. Link
2. Hiring **Techs and SA and GS (May 11)**
3. Training **Techs and SA and GS (June 1)**
4. Pay Plans **Tech and SA and GS (June 8)**
5. Behavior **Coaching Challenges (July 13)**
6. Retention **Mentoring Challenges (July 20)**



Auto Staffing Process

Looking for a Gearhead



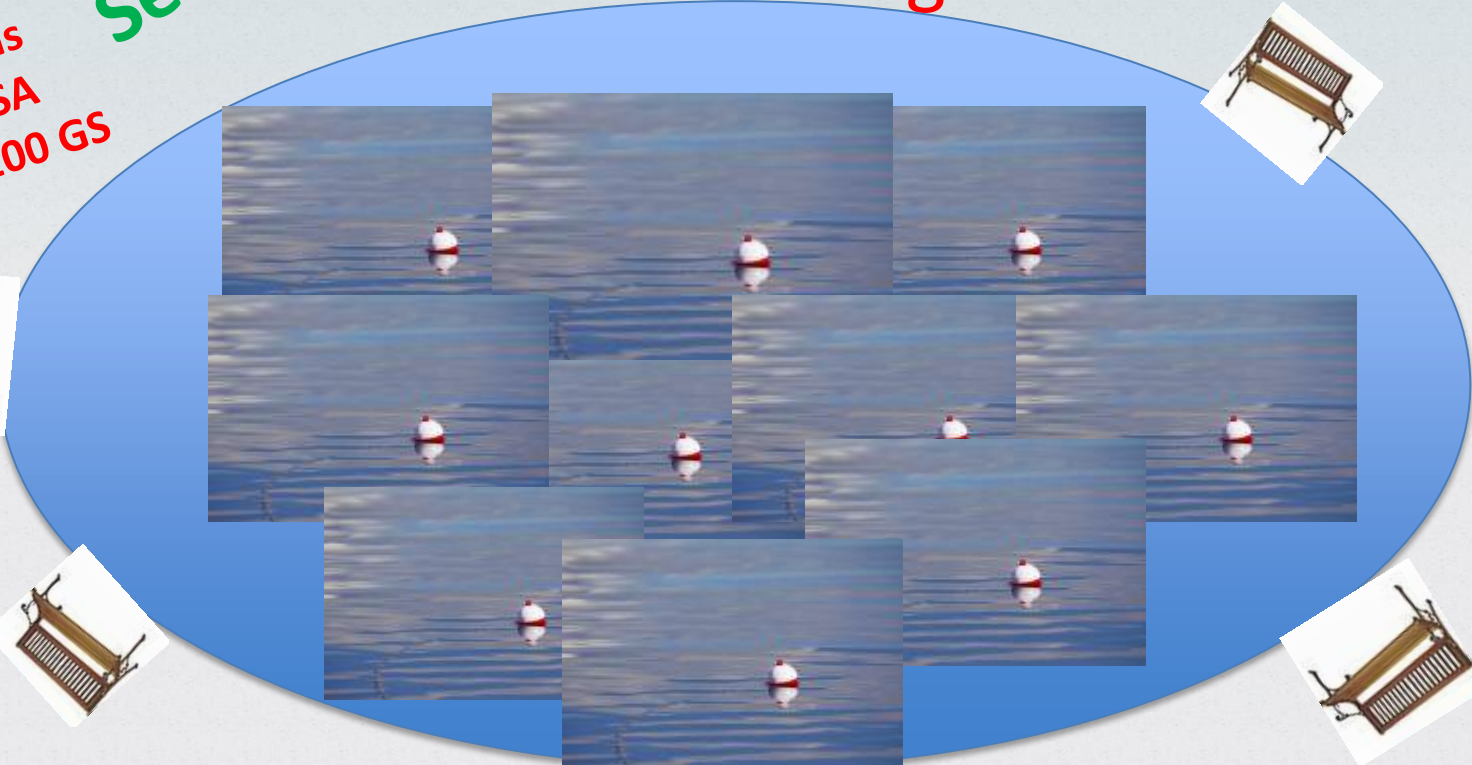
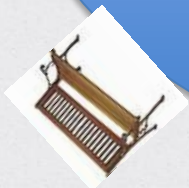


Auto Staffing Process

See SOP

The Prime Fishing Pond

100 Techs
100 SA
100 GS





Auto Staffing Process

PAHR Choices	Optimum	Basic	Commit	Notes
STEP 1 Prepare				
Job Position Pre-Plan Form	X	X		
Write Job Description	X	X		
Create Berke Job Report	X	X		
Create TriDNA Job Report	X			
Write Job Ad & Plan	X	X		
STEP 2 Attract				
Check Bench Strength	X	X		
Advertise Position	X	X		
Applicant Tracking Program	X			
Phone Chat	X	X		
Berke Reports	X	X		
Orion	X			
Background Check	X	X		
TriDNA Report & Gap Report	X			
STEP 3 Hire				
Berke Intv. & Scoring Form	X	X		
TriDNA Intv. & Scoring Form	X			
Follow (Shadow)	X	X		
STEP 4 Retain				
Introduce & OnBoard	X	X		
Plan1 Build A Relationship	X			
Plan2 Develop A Working Rel.	X			
Plan3 Create a Dev. Plan	X			
TAT Free Webinars	X	X		
TAT Intensives	X			

ASP Process Selection Choices
SEE SOP



Auto Staffing Process

Define Coaching and Mentoring

What holds you back?

TTI DISC and Coaching

TTI Motivators and Coaching

SBS...What...Where...When...How...(10-1 Ratio)

SMS...What...Where...When...How

PAHR...Review Selection Sheet



Auto Staffing Process



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