

Presented by Barbara J. Bruno, CPC, CTS

It's very obvious there is a shortage of top talent. The good news is this is a great market for the [recruiting](#) profession. If there was an excess of top talent, we would not be enjoying the increase in job orders, contracts and temp assignments.

Let's talk about three proven methods to surface top talent!

METHOD ONE:

Pull out all your past candidates with the same job title as your current orders. Write down the names of their past three employers. Call these companies and ask for your candidate.

The gatekeeper will tell you they are no longer employed. You then ask to speak to their replacement, someone who will have the same credentials as your current candidate. If they don't remember the candidate, give the gatekeeper their title and supervisor's name and then asked to be transferred. You will surface new talent using this method!

METHOD TWO:

Ask everyone you place for a copy of their company directory. It's amazing how many candidates will share this information with you.

METHOD THREE:

Have a blind list of all your current job opportunities that you can email to the home email of everyone you talk to when you are making recruiting presentations! You then email updates to them monthly with an article of interest. It's amazing how many people will email this list to the people in their address book. You will receive many more referrals if you email this type of list!

If you use any of the three methods suggested, you will surface more top talent – guaranteed!

If you're hiring and training is NOT best use of your time... watch this [DEMO](#).

If you feel your Sales Team could produce more....watch this [DEMO](#).

If you have a training program our Tutor provides you with more Horsepower! If you don't, this is a turnkey training program that also provides access to Barb LIVE six times each month. You have to SEE THIS to BELIEVE IT. Please take time to click here:

<http://www.staffingandrecruiting.com/TPT081811/>