



Greater Success! Lower Costs!

Enterprise Fredericton and Andy Buyting present the Hiring Right Recruiting System 2-Day Certification Program.

Business stats reveal that even among seasoned hiring managers, average success rates are only 54%. That is 46% of new hires fail within 18 months, and technical skills are not the primary reason for failure. In fact 82% of bad hires are a result of cultural misalignment. This is where the Hiring Right Recruiting System can help.

OUTLINE – The course is facilitated by Andy Buyting over two days. The program also includes 2 hours of one-on-one coaching for each participant. The program includes learning, role playing and work assignments. Once all the modules are complete, participants will receive a certificate of completion in the Hiring Right Recruiting System, as well as a customized process for their organization that they have developed.

COURSE OBJECTIVE

- Learn a new way to approach recruiting & why screening for cultural fit is critical.
- Develop a customized recruiting process that includes:
 - Clarifying company culture and creating an effective job description.
 - Effective marketing messages to attract the right candidates.
 - Cultural screening techniques to find the right fit.
 - Effective Chronological In-Dept Structured (CIDS) interviews.
 - Follow up assessments (reference checks, assessments, etc.)
 - Salary/wage negotiations & making the job offer.
 - And more!
- Attendees will leave with a full customized process, specific to their organization.
- Become fully educated in the system so that when done right, the Hiring Right Recruiting System will ensure a 90%+ success rate! Learn more at www.AndyBuyting.com

TIMES: 8:30am to 5:00pm

DATES: Thursday, March 22nd and Friday, March 23rd.

PRICE: \$495 (+HST) per person

LOCATION: Enterprise Fredericton Office; 10 Knowledge Park Drive, Suite 110

WHO SHOULD ATTEND? Business owners, managers, hiring managers, operating managers, supervisors, anyone who is involved in the hiring process. You should attend if you are:

- Looking to increase your recruiting skills and hiring practices.
- Would like to build a strong team for your company.
- Looking to lower the high cost of employee turnover.
- Expanding your workforce, and don't want to make the wrong hiring decision.

To register, contact Lisa MacInnis by email at lisa.macinnis@ent-fredericton.ca or by phone at 453-6996. **Space is limited to 10 participants. It is expected to fill up quickly, so register soon.**

Testimonials on the Hiring Right Recruiting System

"This is fantastic! Again, thank-you so very much for your wisdom, expertise and insight. I feel much better and competent in the hiring process now that I have a solid toolkit to work with."

– Tina Tapley, Director of Finance, City of Fredericton

"I highly recommend the customized Hiring Right Recruiting System. It helped us fill a position with an A-Performer, a position that we had not been successful in trying to fill for quite some time."

– Heather Schubert, Assistant Executive Director, CBDC Southwest