

High Impact Recruiting - Securing Competitive Advantage (September 14/15)

Please rate the following items on a scale of 1 – 10 (with 10 being best):

Course Content:	<u>10</u>
Instruction:	<u>10</u>
Instructor Knowledge:	<u>10</u>
Applicability:	<u>9</u>

The top concepts that I learned from this program are: Counter offer, cold calling
scripts, daily planning

The concepts that I hope/intend to implement when I get back to my office are: daily planning
candidate screening

Was the program worth your time? Would you recommend to others?

Yes. It was great. I would recommend to other HR organizations

What would you improve about the program?

Wish we had more than two days.
Seems that we could learn a lot more if we did it over
3-4 days

Other Comments:

Great Job. The class was well done & interesting.
I enjoyed the use of the A/V Aids. It kept the class
more relaxed & enjoyable. Furthermore I appreciate the
use of the work book

Optional:

Name: _____

May we cite your comments regarding this program to others who may be interested in similar training? Y/N X

High Impact Recruiting - Securing Competitive Advantage

Please rate the following items on a scale of 1 – 10 (with 10 being best):

Course Content:

9

Instruction:

10

Instructor Knowledge:

10

Applicability:

10

The top three concepts that I learned from this program are:

sourcing, cold calling, building networks

The three things that I hope/intend to implement when I get back to my office are:

cold calling techniques

In your opinion, was the program worth your time? absolutely. It is important that we all learn new techniques for recruiting top talent in our War for Talent.

What would you improve about the program?

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Would you recommend that others attend this program?

absolutely. It was a great investment personally & professionally.

Other Comments:

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| Instructor Knowledge: | <u>10</u> |
| Applicability:        | <u>10</u> |

The top concepts that I learned from this program are: How to effectively and professionally "cold call" candidates, a great flow for interviewing, time management ideas

The concepts that I hope/intend to implement when I get back to my office are: cold call strategies, interviewing lay out (flow), identifying motivators

Was the program worth your time? Would you recommend to others? The program was definitely worth my time and I would highly recommend it to others

What would you improve about the program? Longer, so there could be more role playing on interviewing.

Other Comments: Thank you. I ~~appreciate~~ appreciate that you encourage doing the "right" thing for the candidate by using a consultative approach.

Optional:

Name: Cheryl Ridgway

May we cite your comments regarding this program to others who may be interested in similar training? (Y/N)

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| Applicability:        | <u>10</u> |

The top concepts that I learned from this program are: TIME & MANAGEMENT.  
Also the instructor provided new options of Addressing Areas  
of difficulty during negotiations

The concepts that I hope/intend to implement when I get back to my office are: Restructuring  
of initial calls to potential candidates

Was the program worth your time? Would you recommend to others? YES. I would  
highly recommend it to others - at all Recruitment levels.  
Would also recommend a shorter version to Mgmt - so they  
can understand the entire scope of what their Recruiting team  
Actual does for them.

What would you improve about the program? CANNOT think of anything.

Other Comments: Enjoyed the exercise and the interactivity  
from the instructor. He engaged everyone and  
kept it a consistent flow with the entire  
group.

Optional:

Name: Dee Dunn

May we cite your comments regarding this program to others who may be interested in similar training? Y/N YES

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| Applicability:        | <u>10</u> |

The top three concepts that I learned from this program are: 1) The potential  
successes of cold calling. 2) Incorporating cold calling or  
sourcing into my daily activities 3) Creating a Stamp Speech

The three things that I hope/intend to implement when I get back to my office are: Same  
as above - I will definitely implement cold calling/sourcing.

In your opinion, was the program worth your time? Yes, Very much so. I've  
learned the importance of learning new skills sets to  
assist in my recruiting activities.

What would you improve about the program? n/a

Would you recommend that others attend this program? yes

Other Comments: Thank you Paul - you were delightful, energetic,  
and very knowledgeable. You gave great info and examples  
to consider. I really enjoyed your presentation - You ARE  
TRULY TOP TALENT!!

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| Instructor Knowledge: | <u>10</u> |
| Applicability:        | <u>8</u>  |

The top concepts that I learned from this program are: Great refresh

The concepts that I hope/intend to implement when I get back to my office are: Managing daytime more efficiently

Was the program worth your time? Would you recommend to others? Yes

What would you improve about the program?

Other Comments: Paul has very engaging presentation style. Strong real-life examples based on experience lend considerable credibility to program. Able to engage in real-life discussions - flexible to let conversation lead away from specific track, but still control outcome

Optional:

Name: \_\_\_\_\_

May we cite your comments regarding this program to others who may be interested in similar training? Y/N X