

"High Impact Recruiting – Securing Competitive Advantage"

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>10</u>

The top concepts that I learned from this program are: cord calling strategies
behavioral concepts, salary negotiations, candidate control
strategies

The concepts that I hope/intend to implement when I get back to my office are: candidate
control from the get go, cord calling strategies, dialones
that help steer candidates in the right direction. Voicemail
strategies

In your opinion, was the program worth your time? yes very much so. Very
informative and helpful. I really liked the
presentation in that it was informative and interactive.

What would you improve about the program? Nothing. Keep up the good
work!

Other Comments: ~~that was good~~
Thanks for sharing

Optional:

Name: Anne Kain

Years of experience in recruiting: 1+

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

How did you hear about our company and this seminar? through present company

"High Impact Recruiting – Securing Competitive Advantage"

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

Course Content: 10
Instruction: 10
Instructor Knowledge: 10
Applicability: 10

The top concepts that I learned from this program are: Org Charting, some new scripts
advice on hiring managers, solid tweaked approach on Job Descriptions

The concepts that I hope/intend to implement when I get back to my office are: more exhaustive approach to candidates, better understanding
of companies on the whole

In your opinion, was the program worth your time? Absolutely

What would you improve about the program? I couldn't see some of the
slides. wished we could have spent a little more time
talking about dealing w/ hiring managers

Other Comments: I feel ~~the~~ re-energized about my job
it was a great refresher course ~~and~~ and also very much
added to my lexicon of recruitment best practices

Optional:

Name: Rob McDowell

Years of experience in recruiting: 8

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

How did you hear about our company and this seminar? From my Boss

"High Impact Recruiting – Securing Competitive Advantage"

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

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

The top concepts that I learned from this program are:

cold calling techniques, behavioral interviewing
ideas.

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

writing better job descriptions, stump speech, more
behavioral interviewing

In your opinion, was the program worth your time?

absolutely

What would you improve about the program?

Nothing that I can see really stood out may have
slightly geared more towards RPO model than staffing

Other Comments:

Sorry I missed the 1st day - client called.
Thank you for letting us take this. Our company has quite
a few agent driven people that are interested in helping
us get to the next level. This was great in helping
us to begin to get there.

Optional:

Name: Kelly Jensen

Years of experience in recruiting: 9

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

How did you hear about our company and this seminar?

X-berate

"High Impact Recruiting – Securing Competitive Advantage"

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Course Content:

10

Instruction:

10

Instructor Knowledge:

10

Applicability:

10

The top concepts that I learned from this program are:

Relationship building,
offer process, more about behavioural interviewing

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

Reference
checks completed early in process, better analysis of
comp., close more using valued language; there is so
much that can be improved that I can not list all of them.

In your opinion, was the program worth your time?

YES!

What would you improve about the program?

Nothing, it was
a pleasure to have the opportunity to
be part of this seminar, the information
presented is extremely valuable and the approach

Other Comments:

was concise. Just a professional and
helpful presentation and I loved it!

Optional:

Name: Laura Pironka

Years of experience in recruiting: 6

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

How did you hear about our company and this seminar?

Company meeting

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Applicability:	<u>10</u>

The top concepts that I learned from this program are: DEALING WITH COUNTER OFFERS, SOURCING STRATEGIES

The concepts that I hope/intend to implement when I get back to my office are: SOURCING STRATEGIES

In your opinion, was the program worth your time? MOST DEFINITELY - SEVERAL EYE OPENING CONCEPTS WERE REVIEWED & DISCUSSED.

What would you improve about the program? NOTHING REALLY

Other Comments: NOT ONLY A GREAT INTRODUCTORY COURSE BUT ALSO VERY GOOD AS A REFRESHER TO HELP FOCUS ON VARIOUS ASPECTS & METHODOLOGIES IN THE RECRUITING FIELD

Optional:

Name: KEN KESER

Years of experience in recruiting: 10

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

How did you hear about our company and this seminar? _____

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Applicability:	<u>10</u>

The top concepts that I learned from this program are: COUNTER-OFFER MITIGATION,
COLD CALLING SCRIPTS, LONG-TERM RELATIONSHIP BUILDING

The concepts that I hope/intend to implement when I get back to my office are: COLD
CALLING / INDIRECT SOURCING TECHNIQUES.

In your opinion, was the program worth your time? VERY MUCH SO.

What would you improve about the program? MAYBE JUST TRY TO
PROVIDE A LITTLE MORE TIME FOR INTERACTIVE
EXERCISES.

Other Comments: THIS WAS A FANTASTIC EXPERIENCE. THE
PRESENTATION WAS GREAT IN BOTH CONTENT & DELIVERY
AND THE AMOUNT OF PERSONAL INTERACTION & ABILITY
TO ASK QUESTIONS WAS REALLY HELPFUL.

Optional:

Name: COLLEEN COX

Years of experience in recruiting: 2

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

How did you hear about our company and this seminar? N/A

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Applicability:

10
10
10
10

The top concepts that I learned from this program are:

Program helped emphasize long-term nature of candidate relationships. Thinking beyond the immediate opening.

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

I will reinforce Stamp Speech, Referrals / Referrals, CAP Worksheet, Daily Plan.

In your opinion, was the program worth your time?

Absolutely. I look forward to having you come back 2x a year for new hires + refreshers.

What would you improve about the program?

Perhaps incorporate more "failures" in examples, although great use of stories. Helped to bring information to life.

Other Comments:

You're very good at what you do, and felt that your philosophies about the business were aligned with what I'm trying to teach the Xelerate employees.

Thank you and appreciate to meet you. I'll be a reference any time.

Optional:

Name:

Emily Verable

Years of experience in recruiting:

8

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

How did you hear about our company and this seminar?