

HIRING, ONBOARDING, AND RETAINING THE RIGHT CANDIDATES

With support from business leaders and managers who have been there

Point of Comparison	Traditional Recruiting Model	Scalability Solutions Model
Ability to compile numerous resumes for an open position	Excellent – this is what the traditional recruiters do best	Excellent – we review 200-300 resumes, & source creatively – beyond the resume
Experience in the trenches	Limited – in-depth knowledge about your business, as well as experience managing teams are often lacking. Most recruiters have been recruiters their entire careers	Excellent – all members of our team have served as business leaders & managers who have recruited and managed their own teams. We truly get what it takes.
Pre-screening, vetting, and interviewing	Limited – prescreening and vetting rely heavily on keyword searches, checklists, and very brief / high level candidate interviews	We've gotten to know you deeply, have strong managerial experience, and spend approximately two hours interviewing each candidate, so you only meet those who are perfect fits for you in every way
Assessment of candidates' skills, capabilities, and working style fit	Limited – based on resume & candidate speaking about their experience to a recruiter without experience to assess	We create experiences that mimic the actual role, have candidates perform actual job functions, & assess skills
New hire productivity levels	N/A	High – new hires jump into roles quickly because of their skills & our onboarding
Team morale	N/A	High – employee satisfaction and happiness are contagious
Onboarding and coaching of new team members	N/A	Excellent – we take care of onboarding and provide coaching so new hires hit the ground running
Risk that the wrong people are hired for the job	Medium-High due to limited prescreening and skills assessment	Low – our discovery, recruiting, onboarding, and coaching processes result in candidates who are a good fit
New hire success and retention	SHRM says 50% of new senior hires fail in a new position within 18 months, largely because the wrong candidates are hired*	Routinely high retention rates and job success due to the intentional nature of the process for adding and integrating team members

If your company needs to fill numerous open slots very quickly, and you just want a large selection of candidates whose resumes match keywords in a job description, a traditional recruitment model may be the right route. Fast-turnaround identification of numerous potential candidates and very high level and quick screening is their wheelhouse.

Scalability Solutions picks up where the traditional recruitment model leaves off. We address fit in every way – personality, company culture, management & working styles, and accurately assess skills to boot. We can do this because we've gotten to know you extremely well, and because we've got very strong management and business experience. And once candidates are hired, we can provide full onboarding and ongoing coaching.

Scalability Solutions offers a full lifecycle process that enables companies to move forward with fast-paced, deliberate growth through intentional design before, during, and after the addition of new team members.

*References can be found at <http://www.scalability-solutions.com/references.html>