



# RECRUITMENT *and* RETENTION

Riding the roller coaster of employee turnover? Attract and keep quality employees with cost-effective workforce retention approaches.

What separates a struggling business from a thriving business, or a good business from a great business? A large advertising budget? The latest and greatest capital items? Think again. A business' human resources is its most unique and important asset. For many businesses, its workforce is also its largest expense—and largest investment. Employees propel sales, provide customer service, and generate new ideas. They alone truly have the power to drive business results. That's why it's important to prioritize hiring the best and brightest talent. But what if this critical investment isn't yielding the healthiest return?

Creating a solid HR foundation will help your business make smart choices for finding and keeping top employees. The sturdiest HR foundation is based on best practices, fits your business' size and culture, and is flexible enough to grow with you. It is also built by the collaboration of your business' existing HR resources and a knowledgeable Go-To HR resource, such as **YES! Your Human Resources Solution**. With our recruitment and retention guidance, **YES!** will optimize your search for today's hottest talent and evaluate ways to keep top performers on board. Let **YES!** help steer your Human Resources strategies, so you can focus on driving business results!

## Just look at these real-life examples of our team in action:

- ▶ **TALENT SEARCH:** A consumer products distribution company suffered high turnover in its call center, and new hires struggled to learn the ropes.
- ▶ **YES! Solution:** Reviewed sourcing and selection practices and designed a revised approach that included online behavioral assessment tools. Expanded candidate pool using diverse and innovative sources.
- ▶ **JOB DESCRIPTIONS:** A multi-industry company reviewed its positions and discovered that its job descriptions were outdated and inconsistently formatted. The company managers did not have the required skills to create effective job descriptions.
- ▶ **YES! Solution:** Developed in-person and web-based training programs to teach management how to write effective job descriptions. Provided easy-to-follow job description outlines and initiated a train-the-trainer program with the company's HR team.



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“ Kathi [at **YES! Your Human Resources Solution**] works as an HR strategic partner for small to mid-size companies to help them quickly find talent for mission-critical projects. In working with her, we found her to truly understand talent search from the client side as well as the process side.

Her project management skills and knowledge of client need are remarkable: She is both direct and deliberate in how she communicates—and has a sense of humor, to boot! Any company looking for ‘smart’ and ‘get it done’ from an HR professional should absolutely look no further than Kathi”

Paula Rutledge, President  
Legacy MedSearch

Now that you’ve seen us working hard for our clients, discover how your business can leverage the power of saying **YES!** Backed by 20 years of experience, **YES!** is the only solution you need to assist you with selecting and retaining the best and brightest employees. If turnover is high and new employees are struggling to learn the ropes, **YES!** will work with management to review your sourcing and selection practices, and to design a specialized approach unique to your business. We provide solid support to your talent selection process, and continue to offer HR solutions as your business grows and changes. With solutions for project work, employee relations, staffing, and workforce planning, **YES!** Go-To HR puts flexible resources at your fingertips: the right HR at the right time.

There’s no better time to build a solid HR foundation for the future. **Contact us today for a free consultation!**