

Staffing For Entrepreneurial Success

ENET Boston
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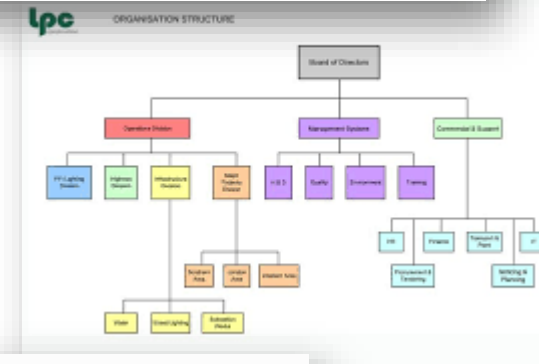
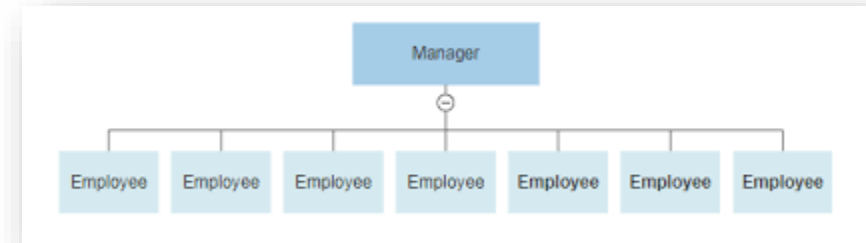
You have a Company/Idea and you need more people.

- Where do you start?



Who are you?

- *Start up? Angel?*
- *Private Equity? VC?*
- Position's most important?
- How do you find the right people?
- Unemployment rate 3.6%
- How do you afford?
- Start with Org Chart



Different types of staffing.

- You have options
 - Part-time
 - Contract
 - Contract-to-Direct
 - Direct



Different types of recruiting strategies.

- Personal and professional networks
- Conferences, trade shows, symposia networking
- Associations
- Alumni groups
- LinkedIn and LinkedIn groups
- FB, twitter, Instagram
- Contract recruiting
- Retained Search



Identifying and maintaining company culture.

- Enhances productivity
 - Rally employees around the cause
- Reduces employee churn
- Contributes to the bottom line
- Makes your startup more nimble, agile



Identifying and maintaining company culture.

- Spend time discussing what you want your company culture to be.
- Write down your thoughts
- Incorporate it into your mission
- Weave it into your onboarding process
- Promote it on your website
- Ask your employees for feedback



How to make the new staff a high performance team.

- Follow your staffing plan to identify the right talent.
- Spend time focused on onboarding
 - Explain the culture and mission
 - Allocate time for training
- Explain/show the company business plan and roadmap
- Review and revise your plan annually



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