Staffing For Entrepreneurial Success

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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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