

# HR for Start-Ups

New Ventures BC

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on demand access to HR knowledge

# Agenda

Workforce Planning

Recruiting

On-boarding

Terminations

## WORKFORCE PLANNING

Figure out what roles you need and when  
– then design them well.

# Workforce Planning

- What types of positions do you need?
- What is your labour budget?
- What if you can't afford it?
- Do I need to think about succession planning?

# Compensation

What will it cost? It's not just about the money

- Fair market value
- Compensation package
- Perks
- Vacation
- Benefits



# RECRUITING PART ART, PART SCIENCE

Knowing what to look for

# Recruitment Planning

What you say and where you say it  
should create a connection with  
who you are trying to reach

Adapt your corporate message

# Recruiting - The Pitch

What's your story:

- Mission
- Values
- Culture
- Type of people you like to hire
- Environment



# You Can't Teach Smart!

We cannot emphasize enough that  
you should look  
for smart, motivated people  
who fit your culture

# Recruiting - Options

- Post and pray
- Headhunt
- Hire an agency/recruiter
- Use your network

# Recruiting

Be organized

- Assign a hiring manager
- Identify who is interviewing
- Prepare any tests
- Don't cancel and don't be late

# Recruiting - The Close

## Tips to close:

- Decisions - 80% gut and 20% logic  
influenced by how they feel about you  
appeal to what motivates them
- Don't over promise
- Don't be afraid to walk away
- Put in writing

# ON-BOARDING

Welcome to the honeymoon phase

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# On-Boarding

Do you need an on boarding process? Yes!

What do people need to know?  
- more than you think



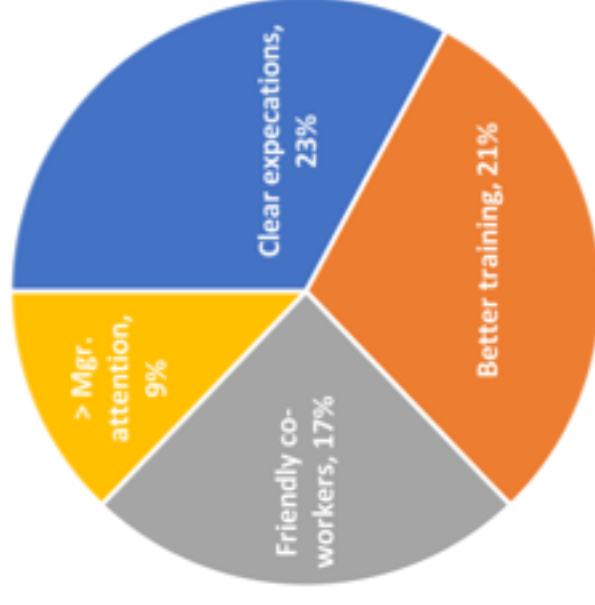
Want to get new hires productive and minimize exits

# On-boarding

**The first 3 months are critical**

- **Engage your new hires**
- **Be organized - checklist**
- **Use common sense**

New Hire Survey - Bamboo HR 2016



# TERMINATIONS

Terminations are one of your biggest liabilities



# Termination

Terminations come in 2 flavours;  
they quit or you fire them.

Treat people with:

- dignity
- kindness
- respect

Questions?

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