

AnswerBar

on demand access to HR knowledge

HR for Start-Ups

New Ventures BC

May 2019

Allison Guld and Stephanie Lyster

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?
- How much can you afford?
- What if you can't afford it?

7 CRA TESTS YOU SHOULD KNOW

Employee or contractor?

Compensation

What will it cost?

- Fair market value
- Compensation package

It's not just about the money

- Perks
- Vacation
- Benefits



RECRUITING PART ART, PART SCIENCE

Knowing what to look for

You Can't Teach Smart!

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

Recruitment

Recruitment is selling

Plan your approach and your message.

Adapt your corporate message

Recruiting - The Pitch

What's your story:

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

Recruiting - Options

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



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

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

TERMINATIONS

Terminations are one of your biggest liabilities

Terminations

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

Treat people with:

- dignity
- kindness
- respect

Questions?

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