



CHAPTER NEWS

Chapter 0238 is Celebrating 32 years, Est. 1984

October 2016

Oct 12, Breakfast Meeting 7:30 am – 9:30am

Dr. John Loblack

The Five Pillars of an Effective Diversity Plan

Feather Sound Country Club

The program will focus on the following:

- 1). Developing an organization specific philosophy of diversity.
- 2). How to see diversity, not as a reaction, but as a response based on the organization's philosophy.
- 3). How to see diversity as an investment (emotional, intellectual, and financial).
- 4). How to see diversity, not as a destination, but as a decision.
- 5). How to see diversity, not as an opportunity to extend a helping hand, but as an opportunity to expend the organization's resources to fulfill its philosophy of diversity.

Please note Breakfast Meeting Policy

Because we must give our venue, the Feather Sound Country Club, several business days notice, *all* attendees, including Premier Members, are required to register for our chapter meeting by close of business the Friday prior to the breakfast meeting. Likewise, Breakfast fees paid in advance cannot be refunded unless cancellation is received by that date. Please contact Hospitality@SuncoastHR.org with questions.

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Thank You to our Meeting Sponsor



Mark the Date:

- Oct 12 **Breakfast Meeting**
- Oct 24 **Job Fair**
- Nov 9 **Breakfast Meeting**
- Dec TBD **Holiday Party**

Member's Moment

For a small donation to the SHRM Foundation, \$3-\$5 cash, you have an opportunity to make a brief announcement at our monthly meeting. Just send an email to president@suncoasthr.org prior to the Monday before the meeting.

7 Tips for Recruiting your Magnificent 7

By Stephanie Krebs

Building a strong team is an important aspect of human resources. Companies and even projects often fail because they don't have the right mix of people in place. However, when the right talent does come together, truly magical things can happen – whether that is transforming a culture, introducing a new product or disrupting an entire industry.

The film [The Magnificent 7](#) can teach us a few things about recruiting. Hired to protect a small village from a band of outlaws, one man must recruit a team to help him execute his task. Without spoiling the movie, below are 7 tips for recruiting your Magnificent 7:

- 1. Hire a diverse group of people.** In a collaborative work environment, it's important to hire people with a diverse set of skills and experiences. Each individual will bring a unique perspective to the project and help spur creativity and growth from the entire team.
- 2. Hire to fill key skill sets.** When building a strong team, it's imperative you have the right mix of skills. Consider the skills needed to tackle your project effectively, then hire for those positions until each has been checked off the list.
- 3. Hire people who are committed to the end goal or objective of your team.** It's important that everyone on your team is committed to achieving your company or department's goals. In the case of the Magnificent 7, this meant protecting the village. However, in the workforce, this can be as simple as ensuring a positive customer service experience for your customers.
- 4. Hire people with a desire to take on the competition.** While your competition is likely less volatile than a band of outlaws, hiring a team that will work together to beat your competitor is a good practice. Hire people who are driven to be the best and brightest in the industry. In doing so, they will help your company succeed.
- 5. Hire people with a fighting spirit. When the going gets tough, you want to be sure that your team** is stacked with individuals who will fight to finish the job at hand. Beyond having a strong resume, look for individuals with the tenacity to get the job done no matter how challenging it may be.
- 6. Hire people who respect your team.** While being a standout is important in Hollywood, it doesn't bode well in a team environment. Make sure you are hiring people who respect their team and work well in a collaborative environment. Often, the best ideas are formed when your team works together.
- 7. Hire people who are willing to make sacrifices.** In a professional environment, we all make sacrifices for the betterment of our team, whether that is working late to complete a project or taking the time to help someone on our team. Make sure this is a quality that all of your recruits exemplify.



Your Magnificent 7 can be found internally, within your leadership team's network, through traditional sourcing and recruiting or by working with a specialty-recruiting partner. Whatever it takes, get the right talent on your team to ensure your company has its happily ever after.

Stephanie Krebs is Director of [CodySearch](#), an executive search firm serving the healthcare industry. She can be contacted at skrebs@Codyconsulting.com.