

# 4 Easy Ways To Find Top Talent For Your Business – Free!

Written by Alan Dawson

The business landscape is a fiercely competitive and dynamic environment. Hiring decisions for top people are immensely important. Ultimately they add or detract from company performance. Finding exceptional people for essential roles in business is now one of the greatest challenges for leaders today.

When a vacancy arises Alan Dawson will tell you, “Don’t slavishly call up recruiters and ask if they have any CVs, you don’t need them. What you need is quality applicants matching the exact needs of your vacancy. A big difference!” Alan dispels the myths of many recruiters, like their mass CV spin and lacking accurate face-to-face pre-interviews with candidates, if any at all. The best candidates are normally in good jobs and just require proper attraction. Alan Dawson’s 4-step plan shows how to do that by identifying a quality long list for interviews without the added heavy cost.

Examine his no-nonsense methods and learn how to recruit independently. Alan can save you hours of drudgery and fees. Avoid ploughing through piles of random ‘left field’ CVs from recruiters who don’t take the time to know your needs as well as you do. No first-class team can afford the luxury of second-class candidates. Don’t risk it.

If you want to avoid paying significant unbudgeted costs and enjoy better outcome vacancy management, implement your candidate sourcing and selection process.

- Most recruiters get measured on daily *volumes of CVs ‘sent out’*, rather than CV’s perfect *‘job matched’*
- Shortlists often comprise one mediocre candidate and three ‘makeweights’. How effective is that?
- Recruiters depend on clients who wrongly think outside recruiters save executive time, *plus lots more!*

Wouldn’t it be nice to take control of your talent acquisition and protect expenditures along the way?