

HARTMAN TALENT - RETENTION PARTNERS



—HARTMAN—
EXCEPTIONAL SERVICE + INSPIRED VALUES

At Hartman Talent - Retention Partners we strive to create a true partnership with you, your team and your company. We recognize that the needs of your company are unique to your industry, your culture and your team. While also acknowledging that your needs and desires may change from time to time based on market trends and current challenges within your organization.

Talent Partnership

We will partner and address, attracting, and securing top-tier talent for your company, going beyond traditional recruitment by aligning hiring practices with the organization's long-term goals and culture. Our goal is to act as an advisor to the hiring process and could include candidate sourcing and screening. Services will be tailored to the results of our initial analysis, based on your desires.

- **Job descriptions**
- **Current talent partnerships, recruitment process, strategic approach**
- **Interview process and evaluations**
- **Compensation analysis, market research**
- **On-line presence, management of employer branding pages**
- **Community & culture**
- **Referral program**
- **Pre-hire assessments**

Retention Partnership

It's necessary to understand why your employees choose to leave or stay and create a culture of career advancement, development, accountability and community. Hartman Talent -Retention Partners will assist you with reviewing current practices and assist you with creating a plan for change. Below are some topics we can assist with.

- **On-boarding**
- **Employee recognition**
- **Exit interview**
- **Employee surveys**
- **Rhythm of meetings, including 1-1's and daily huddles**
- **Goal setting, scorecards, accountability**
- **Development, career advancement**



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