

# Streamlining and Strengthening Your Organization's Interviewing and Hiring Practices

Tuesday, April 12, 2022  
2:00 p.m. – 3:30 p.m. ET

# About Nonprofit HR

## Our vision:

We are the leading source of innovative talent management, talent acquisition services and knowledge for the social impact sector.

- **Total lifecycle solutions for talent management.**
- **20+ years serving the social sector as a trusted advisor and thought partner.**
- **Thousands of missions served.**
- **Woman and Minority-owned.**
- **National footprint.**
- **Award-winning and highly-credentialed staff.**

*“Nonprofit HR’s experts listen, articulate people-centric solutions and understand the correlation between having high-performing, engaged staff and us being able to support our members’ needs. Their team has elevated the importance of and visibility around innovative HR practices. Nonprofit HR is an invaluable strategic partner.”*

**Cathy Gibney, CPA**  
**Chief Financial Officer**  
**National Hospice and Palliative Care Organization**



# Our Practices: Nonprofit HR's suite of solutions are centered around five core service areas

## STRATEGY & ADVISORY

- HR Audits & Assessment
- Workforce Planning
- Performance Management
- Workplace Culture & Employee Engagement
- Learning & Development

## OUTSOURCING

- Interim Outsourcing
- Comprehensive General Outsourcing
- Specialty Outsourcing (i.e. strategy, recruitment, benefits)

## DIVERSITY EQUITY & INCLUSION

- Equity Assessments & Implementation Support
- DEI Training
- Cultural Transformation
- Leadership Development
- Interim Chief Equity Officer

## TOTAL REWARDS

- Compensation Benchmarking & Program Design
- Pay Equity Analysis
- Benefits Assessments & Administration
- Cost Containment Strategy Design
- HR Technology



## SEARCH

- Executive Search
- Direct Hire
- Recruitment Outsourcing
- Temp-to-Hire
- Temporary on Demand



## SOCIAL ENTERPRISE

We also partner with nonprofit and for-profit social enterprises to help strengthen their people management practices.

# About Impact Search Advisors

We understand that search is not just a recruitment activity, but an opportunity to define your organization and the change it will drive for years to come.

Impact Search Advisors by Nonprofit HR was founded with one goal in mind: **to strengthen the social impact sector by partnering with and advising its leaders.**

- With your organization's specific goals in mind, we work in partnership with you to find the best, most qualified executives, talent management and human resources professionals to spearhead core functions of your mission.
- Our search processes are collaborative and focused.
- We serve social impact organizations, including associations, foundations and social enterprises.

# Conversation Moderator



**Patricia "Patty"  
Hampton, CSP**

**Managing Partner, Nonprofit  
HR & Interim Managing  
Director, Impact Search  
Advisors by Nonprofit HR**

**“We can never fall short when it comes to recruiting, hiring, maintaining and growing our workforce. It is the employees who make our organization’s success a reality.”**

**—Vern Dosch, Author of *Wired Differently***

# AGENDA

Engage in the conversation prepared to maximize:

- Essential steps to be completed for candidates for consideration by hiring manager or committee
- An effective communication process that includes status updates and target timelines related to the hiring steps
- Vetting, background check and pre-offer/rejection process to complete within interview timeframe
- Negotiation best practices, maintaining engagement and finalizing hire
- Consistency of candidate experience from hiring to orientation and onboarding



# Your Conversation Panelists



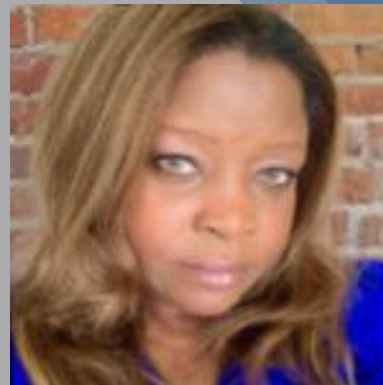
**Bert Ruiz, MS**

Team Leader & Senior  
Consultant, Search



**Sophia LaFontant, CSP**

Consultant, Search



**Noelle Myriam  
Cherubim**

Team Leader & Senior  
Consultant, Recruitment  
Outsourcing



**Stephanie Zavislan,  
MBA, PHR**

Associate Consultant,  
Recruitment  
Outsourcing



# High-Quality Candidate Experience – Interviewing and Hiring

## Talent Management Lifecycle



# Let's talk about talent and culture integration and priorities

Top three talent management priorities in 2022



Organizations that have a formal talent management strategy/plan that will guide its work in 2022



Top two obstacles impeding realizing talent management priorities



Organizations that are prioritizing talent acquisition in 2022



Organizations that are prioritizing culture and employee engagement in 2022



# Presenting Candidates to Hiring Managers, Teams or Board Committees



# Communication – Status Updates – Timelines



## Step 1

Stakeholder meetings/outline communication plan



## Step 2

**Identify** pool of candidates

Do not post & pray  
Network, pipeline,  
passive candidates



## Step 3

**Create** a “slate” of candidates

Develop a business,  
but trusting  
relationship w/each  
candidate

Interview and  
determine interests  
and verify credentials



## Step 4

**Select** your leading candidates

Conduct assessments  
Schedule interviews  
w/hiring mgr. and  
other stakeholders

Lead decision-making  
conversations



## Step 5

**Conduct**  
pre-offer  
conversation

Lean in and listen to  
candidate (what are  
they saying/not  
saying)

Be supportive and  
engage the candidate  
through onboarding



**Audience Response:**  
**Do you have any questions?**

# Negotiation Best Practices – Engagement to Hire

*Percentages represent the respondents that chose these priorities among their top three.*

## Top Three Talent Acquisition (Recruitment) Priorities



## Top Three Culture and Engagement Priorities



All statistics from 2022 Nonprofit Talent Management Priorities Survey results:  
<https://www.nonprofithr.com/access-2022-nonprofit-talent-management-priorities-survey-results/>

# The Candidate Experience: Hiring to Orientation and Onboarding





# Q&A

# Thank you for joining us!

*“You’re not just recruiting employees but are sowing the seeds of your reputation.”*

—Author Unknown

# Presenters

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STRENGTHEN YOUR PEOPLE.  
ACHIEVE YOUR MISSION.

