

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

Talent Management Lifecycle



High-Quality
Candidate
Experience –
Interviewing and
Hiring

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

69% Attracting/hiring diverse talent (i.e. across all demographics including but not limited to race, age, gender, identity, differing abilities, etc.)

46% Strengthening your employer brand to attract better talent

50% Strengthening internal capacity around interviewing skills and practices (e.g. behavioral interviewing, panel interviewing, increasing # of staff involved in interviewing, training interviewers to mitigate bias, etc.)

Top Three Culture and Engagement Priorities

53% Assessing organizational culture (e.g. values, workplace behavior/ attitudes, leadership effectiveness, communication effectiveness, etc.)

37% Improving organizational culture (e.g. reducing conflict, dysfunction, miscommunication, etc.)

53% Implementing employee retention/ engagement strategy, programs and/or initiatives

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.

