

FINDING TALENT? THINK INNOVATIVE!

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8th Oct 2017

Situational analysis

- Shortage in experienced SAS Programmers/Biostatisticians
- Hiring managers have no time to train new hires



Concept of combining “passion for people” with “consultative recruiting” – to discover and **develop** talents

- 5 key criteria for selecting talent
- 5 techniques used in a hiring process

5 key criteria for selecting talent

1. Highly motivated and committed to the job

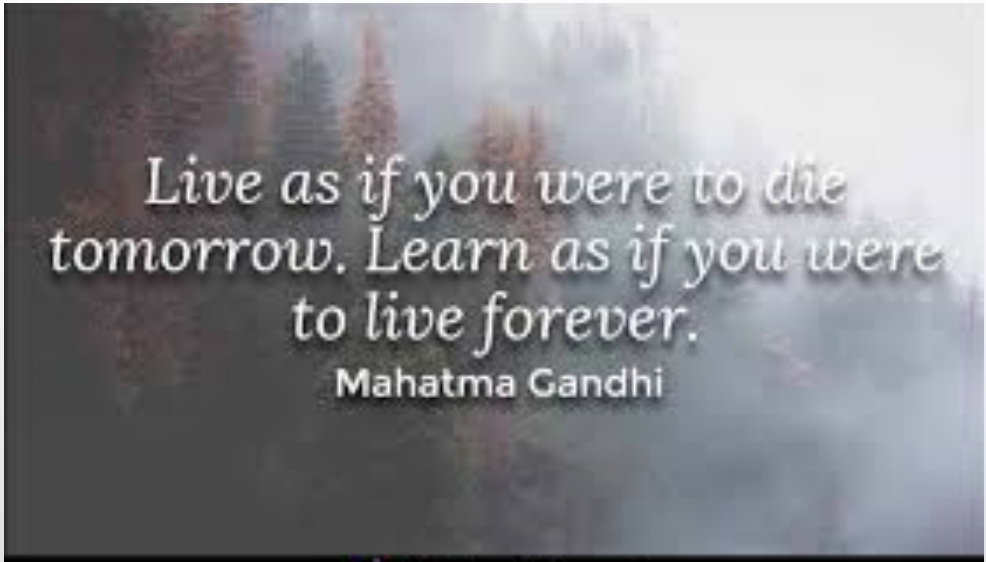
Skills can be taught, attitude can't, being passionate about the work is the driver behind success.



5 key criteria for selecting talent

2. Eager to learn and excel in self-learning

Being eager to learn and knowing how to learn is more important than what has been learned.



Live as if you were to die
tomorrow. Learn as if you were
to live forever.
Mahatma Gandhi

5 key criteria for selecting talent

3. Excel in logic thinking and problem solving

Excellent logical thinking and problem solving are the key requirements for being a good SAS Programmer. This could be more important than SAS programming experience by itself.



5 key criteria for selecting talent

4. The right person for the team, have a strong sense of loyalty

A good team player should share same believes and goals with the team, brings positive energy to the team and be inspirational. A poor team member can cause dysfunction and strife.



5 key criteria for selecting talent

5. A good communicator

is a person who establishes a personal connection with others, represents facts, is an active listener, makes every effort to understand others and gives appreciative responses.



Summary of 5 key criteria for selecting talent

- ✓ Highly motivated and committed to the job
- ✓ Eager to learn and excellence in self-learning
- ✓ Excel in logical thinking and problem-solving
- ✓ Right person for the team, have a strong sense of loyalty
- ✓ A good communicator

The 5 techniques used in a hiring process

1. Focus on people, advocate consultative recruiting approach

A interviewee tends to be more authentic and easy to share info if the environment is friendly and informal. It is then easier for the interviewer to assess the interviewee's passion and qualification and match better candidates and roles.



← Interviewing
vs.
consulting →



The 5 techniques used in a hiring process

2. Utilize word of mouth referral

On top of using social or job posting networks, obtaining referrals from former candidates, employers and ex-colleagues could be one of the quickest, easiest and most effective ways to get qualified candidates.



The 5 techniques used in a hiring process

3. Video interviews

For the first interview, if face to face not feasible, use Skype “face to face” to build relationship. Body language and eye expression reveal more than just words only.



The 5 techniques used in a hiring process

4. Prepare candidates

Giving crash training courses and small exercises for following purposes:

- 1). the candidate can further assess whether the job position indeed suits his/her career goal.*
- 2). during the training, the candidate's learning capability and attitude can be further assessed.*
- 3). Using exercise to further understand the candidate's skill set, commitment and working style.*

The 5 techniques used in a hiring process

5. Emphasize on family value

Family's support and understanding play an important role in any professional's career decision. Try to give the candidate the time to talk about his/her family and develop good understanding of his/her family situation during the first interview.



Summary

“**Passion for People**” is the Rosemind Consulting’s value proposition. With our **innovative consultative recruiting** approach, we are adding value to the talents, to the industry. However, our success also depends on the industry’s support and willingness to accept young fresh blood worldwide. Looking forward to your support!



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