

Connecting

FEBRUARY 2022

NEWS FOR MANAGERS & MECHANICS

Why Bother? The Value of Recruiting

Recruiting should be an ongoing process

You should recruit new employees proactively and consistently, 24/7. If you recruit only when you have job openings, you won't get the best people because the pressure to hire quickly causes you to be less selective and sometimes even results in a bad hiring decision.

Constant recruiting will result in more applicants, but remember that you want to attract large number of applicants who meet your criteria. With a greater quantity and higher quality of applicants to choose from, you'll increase your chances of finding the best employees when you need them.

Success in constant recruiting is dependent on having a good image

You need to know applicants' perceptions of your industry, your competition, your company, and specific jobs, so you can deal with them accordingly. Your approach to recruiting includes being conscious of the message communicated by everything an applicant sees, including ads, application forms, and company facilities. Your company should always put its best foot forward. First impressions do matter.

To optimize your recruiting tactics and deliver the ideal candidate experience, you have to see your hiring process from your candidate's perspective. Make this a memorable, engaging experience by welcoming and interacting on a personal level with all walk-in applicants, setting clear expectations on next steps in the hiring process, and following up quickly.

Another major mistake that employers make when they seek hourly employees is that they focus their energies on finding people who are currently unemployed and available to work rather than on top performers who are already working and would be open to a better job with more flexibility.

People who already have jobs don't read help wanted ads in the newspaper or notice "Now Hiring" signs. If you want quality people, you have to use every means possible to get them to apply. Tap into new sources by directing your efforts to places where the people you want to attract are likely to be – where they congregate, socialize, go for entertainment, work, play, shop, live, get information, participate in the community, and search for common services.

When you invest the time to do it right, the benefits of an ongoing, hourly employee recruiting program include:

- ⇒ *Less downtime when jobs need to be filled*
- ⇒ *Saved time and money*
- ⇒ *Fewer management migraines*
- ⇒ *Reduced turnover and increased profitability*
- ⇒ *Greater cultural diversity*

If you make the effort to find and recruit the best hourly employees, you will add value to the organization now and in the future because you're recruiting the kind of people who can give you a real competitive edge.

The most important factors to jobseekers are:

- ◆ *Being hired quickly (37 percent)*
- ◆ *Pay (33 percent)*
- ◆ *Being close to home (17 percent)*

**80 %
of hourly
workers
work within
5 miles
of their
house**

**Is It
Spring
Yet?**



Leave everyone and everything better than we found them—Mike Hennek

Connecting



THE ART OF APPRECIATION :

recognizing the good qualities of someone or something

We all want to feel appreciated because it elicits the idea that our existence matters to someone else. It makes us feel valued and cherished because being appreciated is how we recognize that we're important to others and that our presence *does* make a difference in someone's life.

Handwritten Notes.....In the new millennium these have become a lost art, but are now more impactful than ever. Sending an email doesn't take much effort, but writing a gratitude on paper for someone else? That's unheard of.

To express gratitude, appreciation, and encouragement to employees for their hard work, here are great examples of compliments for your employees:

- Having you on the team makes a huge difference.
- You always find a way to get it done—and done well!
- Thank you for always speaking up in team meetings and providing a unique perspective.
- Your efforts at strengthening our team are not unnoticed.
- Even when the going gets tough, you continue to have the best attitude!
- It's amazing how you always help new employees get up to speed.
- I couldn't imagine working without you!
- Your work ethic speaks for itself.
- There's no other way to say it: We'd be lost without you.
- Thanks for always being willing to lend a hand.
- The pride you take in your work is truly inspiring.
- You're so great to work with.
- Thank you for being so flexible.
- Your work ethic is out of this world!
- You have an extremely healthy and positive perspective.
- You're really good at cheering everybody up!
- Is there anything you can't do?!
- You are one of the most reliable employees I've ever had.
- Thank you for setting a great example for your coworkers.
- Not everyone is as creative as you—I mean it!
- It's amazing how you're always able to overcome any obstacle thrown your way.
- I was blown away by your contributions this week.
- I really enjoy working with you.
- Amazing job on that project—I really mean it.
- You are an invaluable member of the team.
- To be honest, I'm jealous of your talents.
- I can't believe how lucky I am to have a great employee like you.
- You come up with fantastic ideas!
- What's your secret? Your student bus behavior is impressive, to say the least.
- Your work ethic is enviable.
- I just wanted to let you know how much you mean to the team.
- How did this place ever operate without you?!
- I know I've been busy lately, but I just had to tell you what a great employee you are.
- You play a crucial role in our company's success.
- It's so obvious how you pay attention to detail.
- You are always so quick to show initiative.
- It's honestly hard to explain how integral you are to this team.
- It's incredible how often you go above and beyond.
- Your work never ceases to amaze me!
- Things have definitely been crazy lately, but you're crushing it!

BIRTHDAYS

FEBRUARY

16th – Tim Siedlecki
16th – Tom Swore
17th – Colin Pathoumthong
22nd – Brian Mattocks

"I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel." Maya Angelou

Show Us What's Happening
In Your Neck of the Woods!



DATES TO KNOW

- FEBRUARY 23RD—MINNESOTA BUS DRIVER APPRECIATION DAY
- MARCH 14TH—DAYLIGHT SAVINGS—TIME TO SPRING FORWARD
- APRIL 30TH—1ST PERIOD RANDOM TESTS DUE
- AUG 2-3 OR AUG 3-4—4.0 SUMMER WORKSHOP—MORE TO FOLLOW

FEBRUARY

Sun	Mon	Tue	Wed	Thu	Fri	Sat																						
<p>If you're done with Payroll...</p>  <p>Have you checked your Slip & Fall List?</p>		1 	2	3 PAYROLL	4 PO LISTS DUE Driver Appreciation Plan Due to Dan	5																						
6	7	8	9	10	11	12 																						
13	14 SCHOOL DIST. BILLING	15	16 NORTH REGION MEETING Pine City 8-12	17 PAYROLL SOUTH REGION MEETING Glencoe 8-12	18 PO LISTS DUE	19																						
20	21 	22	23 Bus Driver Appreciation Day	24	25	26																						
27	28						<p>MN State High School League Tournament Dates</p> <table border="0"> <tr> <td>Feb 10-11</td> <td>One Act Plays</td> <td rowspan="5"></td> <td>Mar 3-5</td> <td>Wrestling</td> </tr> <tr> <td>Feb 16-17</td> <td>Alpine Skiing</td> <td>Mar 3-5</td> <td>Swimming & Diving</td> </tr> <tr> <td>Feb 18-19</td> <td>Dance & Kick</td> <td>Mar 9-12</td> <td>Hockey, Boys</td> </tr> <tr> <td>Feb 18-19</td> <td>Gymnastics</td> <td>Mar 16-19</td> <td>Basketball, Girls</td> </tr> <tr> <td>Feb 23-26</td> <td>Hockey, Girls</td> <td>Mar 22-26</td> <td>Basketball, Boys</td> </tr> </table>	Feb 10-11	One Act Plays		Mar 3-5	Wrestling	Feb 16-17	Alpine Skiing	Mar 3-5	Swimming & Diving	Feb 18-19	Dance & Kick	Mar 9-12	Hockey, Boys	Feb 18-19	Gymnastics	Mar 16-19	Basketball, Girls	Feb 23-26	Hockey, Girls	Mar 22-26	Basketball, Boys
Feb 10-11	One Act Plays		Mar 3-5	Wrestling																								
Feb 16-17	Alpine Skiing		Mar 3-5	Swimming & Diving																								
Feb 18-19	Dance & Kick		Mar 9-12	Hockey, Boys																								
Feb 18-19	Gymnastics		Mar 16-19	Basketball, Girls																								
Feb 23-26	Hockey, Girls		Mar 22-26	Basketball, Boys																								