

AnswerBar
HR on demand

HR for Start-Ups

New Ventures BC
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Agenda

Workforce Planning
Recruiting
On-boarding
Terminations

WORKFORCE PLANNING

Figure out what roles you need and when
– then design them well.

Workforce Planning

- What types of positions do you need?
- How much can you afford?
- What if you can't afford it?

7 CRA TESTS YOU SHOULD KNOW

Employee or contractor?

Compensation

What will it cost?

- fair market value
- compensation package



It's not just about the money

- perks
- vacation
- benefits

RECRUITING
PART ART, PART SCIENCE

Knowing what to look for

You Can't Teach Smart!

**Look for smart, adaptable people
who fit your culture**

Recruitment

Recruiting is selling:

- company, role, you
- plan your approach
- prepare your messaging
- align with marketing
- never stop

Recruiting - the pitch

Know what you are going to say about:

- mission/vision
- values
- culture
- people
- environment

Recruiting – finding talent

- Post and pray
- Headhunt
- Hire an agency/recruiter
- Use your network



Recruiting - the close

Tips to close:

- candidate's decision is 80% gut - 20% logic
 - ❖ influenced by how they feel about you
 - ❖ appeal to what motivates them
- don't over promise
- don't be afraid to walk away
- put it in writing

ON-BOARDING

Welcome to the honeymoon phase

On-Boarding

- Do you need an on boarding process? Yes!
- What do people need to know?
 - more than you think
- Want to get new hires productive and minimize exits



On-boarding

- **The first 3 months are critical**
 - talk to your new hires – a lot
 - be organized – have a checklist
 - use common sense

Be organized - HR has legal requirements

- filing/records/reporting
- payroll/WorkSafe

TERMINATIONS

The honeymoon is over

Terminations

Terminations come in 2 flavours;
they quit or you fire them

■ Treat people with:

- dignity
- kindness
- respect

Questions?

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