

NEW TECHNIQUES IN CANDIDATE SOURCING

How can you improve your sourcing skills?
Finding people and information quickly and precisely

Presented by Amitai Givertz | AMG Management Advisors



My personal neuroses

Obsessive compulsive disorder

My personal neuroses

Obsessive compulsive disorder

Rule breaking behavior

My personal neuroses

Obsessive compulsive disorder

Rule breaking behavior

A tortured soul

The Rule of Thumb [Old Testament]

There is no comfort in the
learning zone and there is no
learning in the comfort zone –
STRETCH!



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The Rule of Bent Thumb [New Testament]

There are no hard and fast rules and every rule has exceptions, but only up to a point...



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The Rule of Broken Thumb

Forgive yourself, failure is part of the learning process.



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Pedanticism

Ecclesiastes 1:9

What has been will be again,
what has been done will be done again;
there is nothing new under the sun.

Ecclesiastes 1:9

...and candidate sourcing ain't no different!

Rules to live by...

The Rule of Five Degrees

The Rule of Five Degrees

The rule is:

To reach your destination you must set
your course, be true to your
guiding principles

Got it?

The Rule of Five Degrees

Which way is North?

The Rule of Five Degrees

Which way is North?

True North

The Rule of Five Degrees

Which way is North?

True North

Magnetic North

The Rule of Five Degrees

Which way is North?

True North

Magnetic North

Grid North

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But once the error has been detected getting back on track becomes the focus of our time and energy.

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This leads all of challenges and frustrations that were not planned for at the get-go.

The Rule of Five Degrees

Which way is North?

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Which way is North?

True North: 'Best Practice'

The Rule of Five Degrees

Which way is North?

True North: 'Best Practice'

Magnetic North: Default behaviors

The Rule of Five Degrees

Which way is North?

True North: 'Best Practice'

Magnetic North: Default behaviors

Grid North: Strategic plan

Default
MN

Process
TN

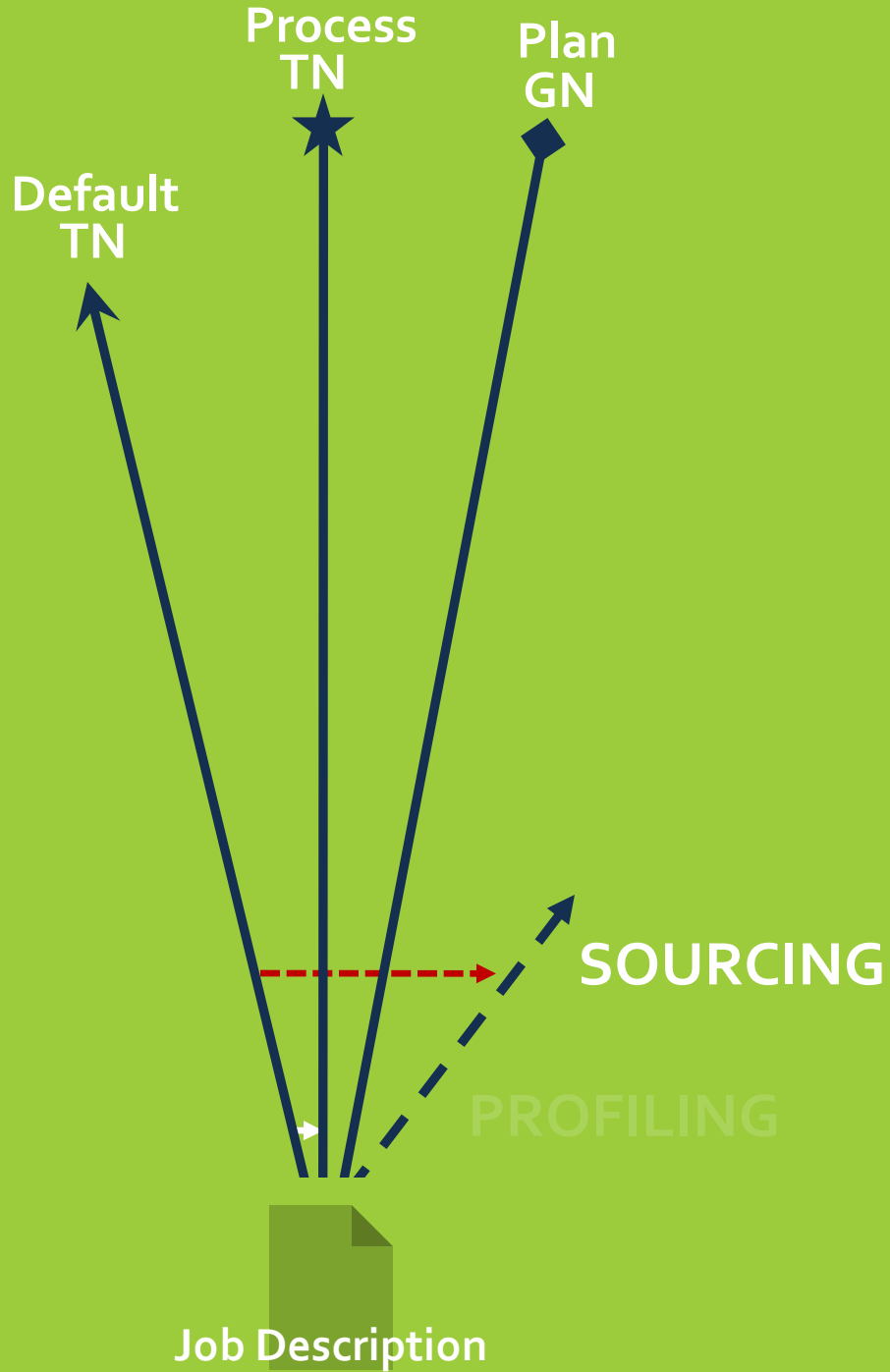
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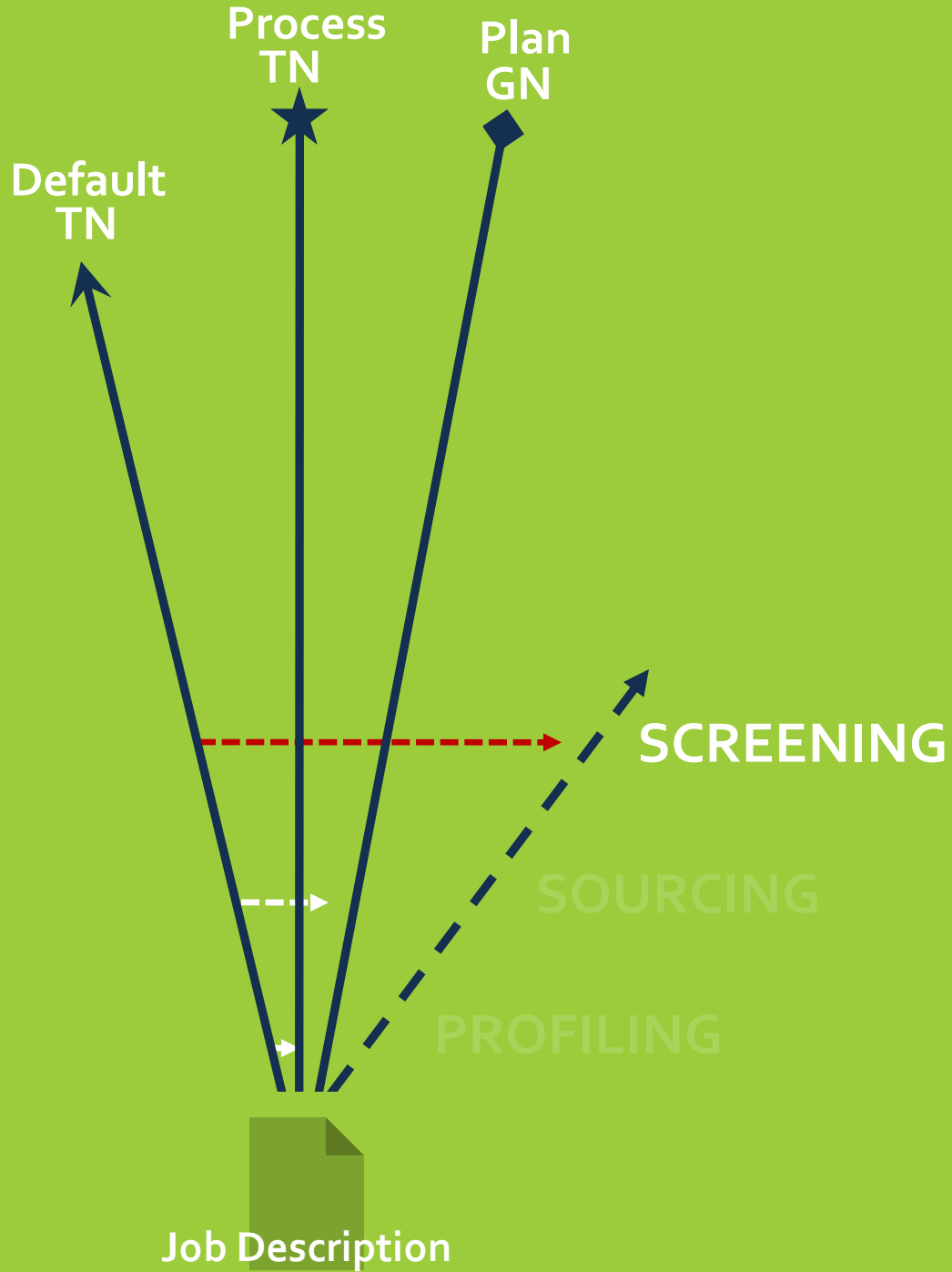


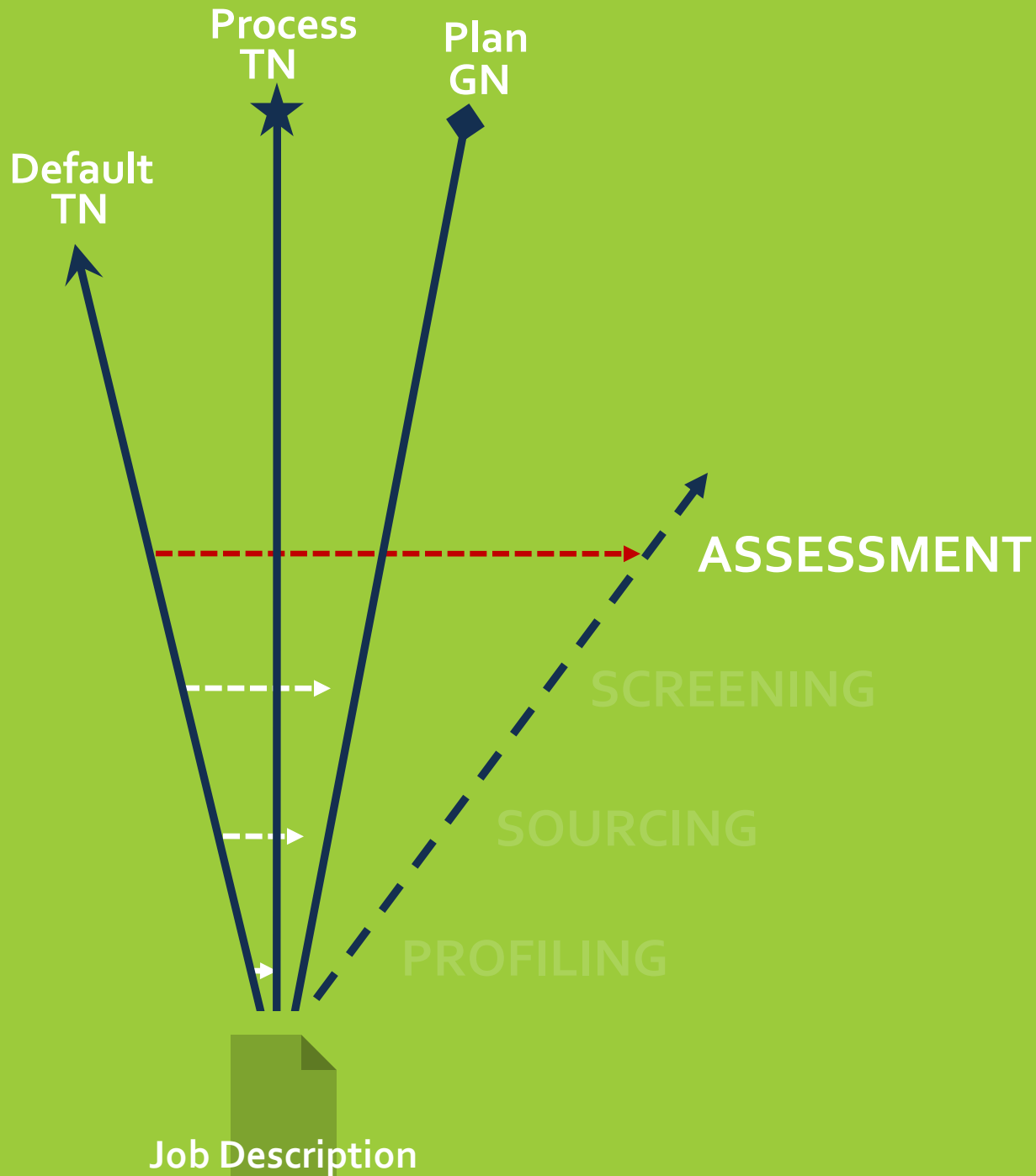
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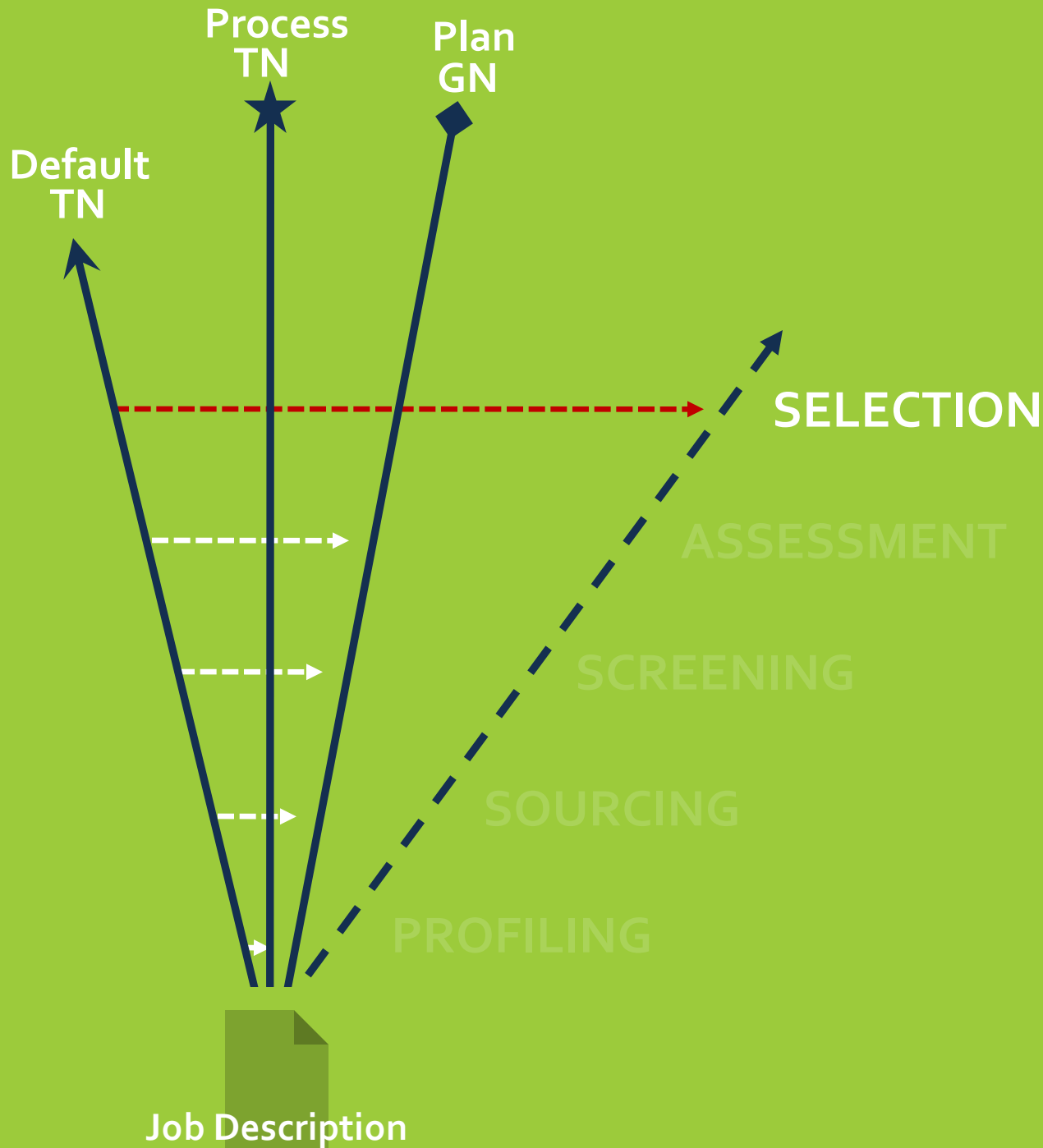
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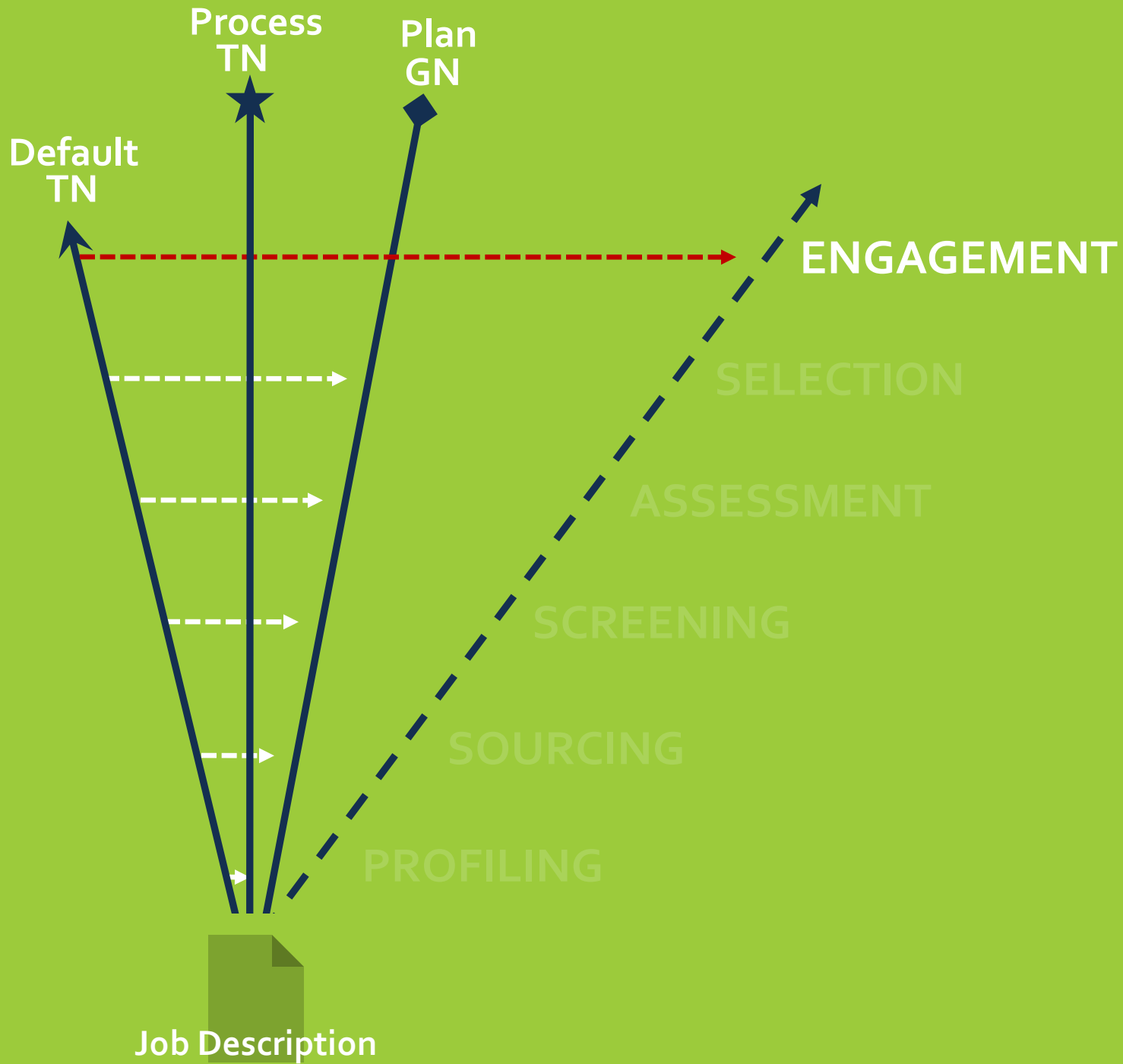


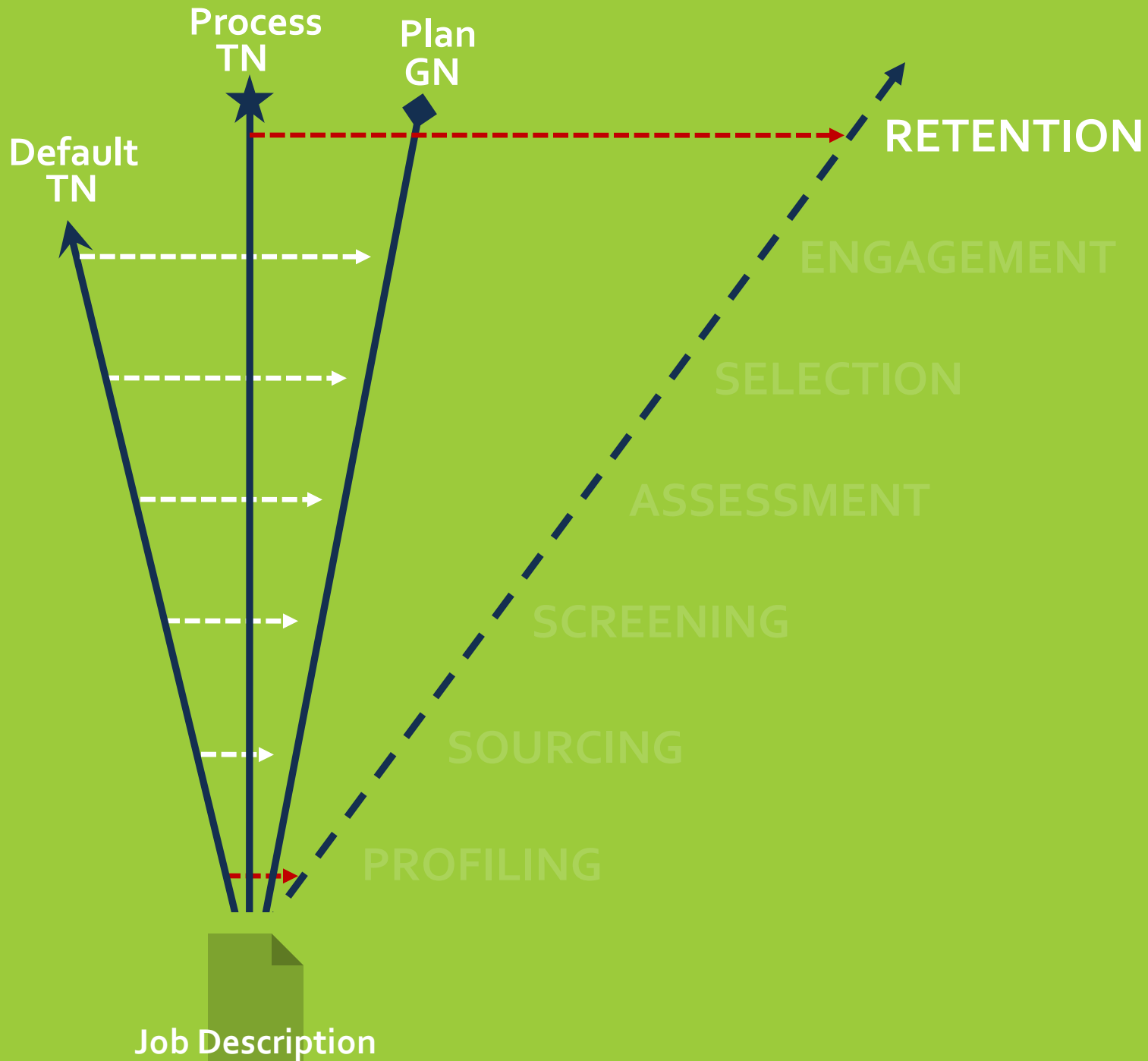












Rules to live by...

The Rule of Five Degrees

The YB₄ Rule

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The rule is:

**'Why?' before 'Who?' and 'Who?' before
'Where?' and 'SEARCH' before 'FIND.'**

Rules to live by...

The Rule of Five Degrees

The YB₄ Rule

Always ReSEARCH

Always ReSEARCH

The rule is:

Always be ready, even before being ready, by knowing first what it is that you don't know

The Contrarian Rule of Sourcing

The Rule of Five Degrees

The YB₄ Rule

Always ReSEARCH

The Contrarian Rule of Sourcing

The Contrarian Rule of Sourcing

The rule is:

If everybody is doing it, do something
else, even the exact opposite

The F-This! Rule

The rule is:

Make sure you count the F's and remember,
'pattern recognition'

The F-This! Rule: Take 1

“Finished files are the result of years of scientific research and the efforts of officers within the corridors of power of whom we know little about. Because of the sensitivity of classified documents from research and development many of the files remain inaccessible for the time being. For those of us from HQ the format of the files is a closely guarded secret.”

The F-This! Rule: Take 2

“I cdnuolt blveiee taht I cluod aulacly uesdnatnrd waht I was rdanieg The phaonmneal pweor of the hmuan mnid. Aoccdrnig to a rscheearch, it deosn't mttar inwaht oredr the ltteers in a wrod are, the olny iprmoatnt tihng is taht the frist and lsat ltteer be in the rghi t pclae. The rset can be a taotl mses and you can sitll raed it wouthit a porbelm.”

Thank you!

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