**Start off Ahead of the Pack:**

**How to set yourself ahead through the hiring process**

**Breakout Session – Hiring Process**The best way to set your camp season up for success is an effective hiring process.

There are few disappointments during the camp season that are greater than having to constantly be on top of your camp staff, and not feeling able to trust that they are doing what they signed up for. Author and Leadership Guru John Maxwell says “the only worse than training someone and losing them, is not training them and keeping them.” This rings especially true through the hiring process and beyond, and fortunately there are things that you can do, as the hiring manager, to help get started on the right foot.

There are many ways to effective screen summer applicants, and here are a few quick tips that will help you maneuver that process more *successfully*:

1. **Set Expectations Early** – *If they aren’t identified and spelled out, how can they be reached?*
2. **Asking the Right Questions** – *What should I ask, and how should I ask it?*
3. **Does Teamwork Make the Dream Work?** – *Group vs. Individual interviews.*
4. **You’re Hired!** – *When should I offer the job?*
5. **Compared to Who?** – *Have a system to rate interviewees to help fight memory loss.*

**A few things to keep in mind:**

* **Know What You’re Looking For** – Lock-in returning staff early, so you know where your gaps are.
* **Let Them Ask Questions** – They are shopping you, just as much as you’re shopping them.
* **Prior Proper Planning Prevents Poor Performance** – Preparation is key to a successful interview.
* **Culture & Fit** – This should be a key factor when making a decision – either someone who will fit in well or help to shift things to a better place.