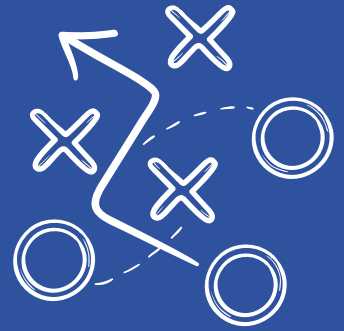




# Fall Hiring Game Plan



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## ✓ Identify your offensive players

Executive-Level Openings: Do you foresee any executive-level openings or transitions that could impact your organization?

Succession Planning: Who will step in if a key employee departs unexpectedly? Succession planning helps protect your business from potential disruptions.

Knowledge Sharing: Build structured knowledge sharing processes to prevent having one person know all the information

## ✓ Identify your defensive players

Assess Current Talent Requirements: Do you have the right talent in place to meet your business objectives for the coming months? Should you up-skill or fill these gaps with new hires?

Onboarding Efficiency: Is it efficient enough to handle an influx of new hires if needed? A streamlined onboarding process sets new employees up for success from day one.

## ✓ Determine your bench strength

End-of-Year Events: Hosting special events for your employees or clients? Consider whether you'll need extra hands to ensure everything runs smoothly, from event planning to execution.

Employee Leaves: How will you cover absences to maintain productivity and morale? Build cross-training into your processes so teammates cover unexpected absences and gain better whole-company knowledge.

Intern Development: Build a strong internship program to engage local students in your business and support their professional development goals.

Growth Opportunity: Have you built a strong mentoring program? Plan and develop training programs that provide growth opportunity to entry-level/junior candidates.

## ✓ Design your strategic plays

Technology and Process Changes: Are you introducing new technologies or processes? If so, do you have the talent to implement and manage these changes? Specialized hires or training might be necessary.

Business Expansion: Which areas are likely to expand most rapidly. Are there departments that will require additional staff to keep up with increased demand?

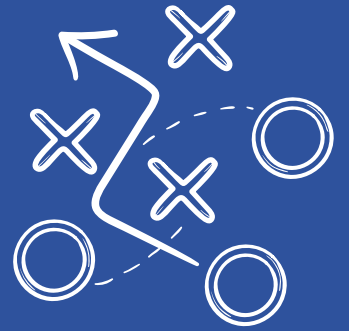
Location Expansion: If you're growing into a new geographic market, will you need new in-person staff or can you offer remote work from headquarters? Do you need teammates in multiple timezones?

Matern Staffing has over 55 years' experience connecting job seekers to top local companies. Contact us today!





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## Anticipate the Blitz

Prepare your team by having contingency plans and relationships with staffing agencies like Matern Staffing in place to handle unexpected staffing challenges without losing momentum.

Schedule a FREE no-obligation staffing strategy session with Matern Staffing.



## Don't forget about Special teams

Seasonal and Project-Based Staffing: Evaluate any upcoming projects or seasonal demands that may require temporary or contract staff. Being proactive ensures that you're not left scrambling when the time comes.

Year-End Processes: The end of the year often brings tasks like purges, inventory, and audits. Will you need additional temporary staff to manage these crucial but time-consuming processes effectively?



## Review the Game Film

Employee Turnover Rates: Review your turnover data to anticipate potential staffing gaps. Are there patterns that suggest a need for improved retention strategies or a focus on hiring replacements?

Survey Employees: Meet with employees to review goals and interests to support career advancement and personal growth. It's also a valuable tool for evaluating culture and business improvements.

Fill out the Request Talent form to discover how our staffing services can help you find the right talent!



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