The Challenge	Blu-Alliance is a niche Search & Consulting Firm serving the lifescience industry. Their best path to growth was hiring *great* new recruiters. Effective Learning for Growth helped the executive team agree and align on recruiting and hiring procedures for this strategic internal hire.
Solution Milestones	Effective Learning for Growth • Interviewed the executive team to capture how they currently found and hired the right recruiters • In 2 meetings, developed a process map with key decision criteria, steps, supporting documents, and best practices, and got agreement and alignment on how it's supposed to work • Added new testing and qualifying processes to improve hire quality and fit • Embedded key documents into the HTML process map so interviews are consistent, appropriate letters are easy to send, and nothing is overlooked in the handoffs. • Delivered and confirmed operation of HTML file and Word file (for updates as processes change)
Results / Outcomes	The executive team has greater consistency in this strategically key process, they find the right recruiters, and the company keeps growing.