

FOR IMMEDIATE RELEASE

The Self Management Group Announces its Strategies for Recruiting in the 21st Century

More and more people, particularly in those in their 20's and 30's are using the internet as a primary option in their career and job searches. To take advantage of this, most large organizations are presenting career opportunities at their corporate web sites.

The Self Management Group (SMG) of companies are pleased to announce our client branded Recruiting Websites which have been designed to integrate with corporate web sites to take optimal advantage of this increasingly common use of the internet to match interested, suitable people to interesting, suitable careers.

The SMG philosophy of web-based recruiting is to provide a consistent, cost effective method of marketing various careers and providing a method to qualify suitable candidates without the need to read large volumes of resumé's.

Good corporate websites tell the company story and encourage candidates to explore the opportunities. When individuals are interested in the career opportunities outlined, the integrated SMG recruiting methodology conducts an on-line interview and a mini-psychometric profile which allows the best candidates to pass through the process while the unsuitable candidates are gently turned away.

This is the tool that HR professionals have been looking for to take them away from the tedious tasks and allow them to spend more time on the strategic issues.

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The process is simple:

Step 1. Pre-Screen:

Candidate is asked items such as if he/she is allowed to work in the jurisdiction, has a criminal record and has a valid license etc. These are non-negotiable items and will discourage or eliminate those who do not qualify.

Step 2. Screen:

Those who pass the Pre-Screen will be given a standard on-line interview that determines their suitability to become a candidate for a position with the organization. This consists of capturing contact information and answering a set of questions about their work history, their education and background as well as a mini-profile to determine their potential and fit to the opportunity.

Step 3. Report:

The system creates a standardized report which provides the hiring manager(s) with the answers to all their key questions and an overall score on Talent, Effort History and Fit to the Opportunity based on a formula customized for each individual client. If the candidate wishes, he/she can attach a resumé at this point.

Step 4:

After the above steps, the hiring manager(s) can review the reports on-line via a userid/password which we will assign and read only the resúmes that interest them.

The SMG methodology also provides an applicant tracking system which provides for tracking the candidate through the recruiting and selection process while managing resúmes, interview data and other information.

The Self Management Group has been delivering this system for several years and it is being continuously enhanced. Our clients are finding it a simple, cost-effective approach to 21st Century recruiting needs by using our proven technology delivered through their corporate web sites.

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