



ARE YOUR STAFFING MANAGERS PREPARED TO LEAD TEAMS AND DRIVE GROWTH?

To grow the business, staffing managers must understand how to be effective leaders of people, processes, and results.

Unfortunately, today in many staffing firms much of this learning happens on the job, which means your managers could be making costly decisions every day simply because they don't know any better.

And according to Gallup, at least 75% of the reasons for costly turnover come down to things the manager can influence. Ensuring your staffing manager is equipped to lead should be a strategic imperative.

But finding the ideal leadership development program is daunting because the options are endless. In fact, a Google search of Leadership Training Programs produces more than 846,000,000 results.

Most leadership development programs are industry-agnostic. They are not customized for managers in the Staffing Industry.

What management training *does* exist for the Staffing Industry is generic, self-directed e-learning or one-and-done training workshops that may temporarily energize the troops but result in no real changes in behavior.

The reality is that in the absence of a leadership development program, the burden of teaching your staffing managers to effectively manage and grow a branch, a recruiting team, and/or a sales team falls to you.



What if you had someone with 25 years' senior staffing leadership expertise to help you train and coach your staffing managers? Someone with the hands-on experience to help them avoid costly mistakes and turnover. Someone who helps them understand how to hire, train, motivate, and retain a fiercely loyal team of rock star recruiters and sales reps. Someone who coaches your managers in the latest operational best practices in sales and recruiting management.

Someone who helps *you* help *them* take the business to new heights.

The Millennial Mentors Leadership Development Program for Staffing Managers gives you just that.

We're staffing industry experts with a long history of success producing results through others.

Our Approach

The program is facilitated live in a virtual setting led by Amy Bingham, President and Managing Partner of Bingham Consulting Professionals.

Using the proven framework of our Vital 9™ Staffing Industry Leadership Disciplines, conceptual learning is brought to life through weekly activities participants perform.

How are new habits formed?

Adult learners embed new competencies as habit through the Experiential Learning* model we use.

The four elements of experiential learning are:

1. Active involvement
2. Reflection upon practice
3. Conceptualization of the experience
4. Use of knowledge gained from experience

As your managers learn new competencies and complete staffing-specific assignments within each leadership discipline, they immediately put new behaviors and strategies to work *in real time on the job.*



Success is measured by the emergence of staffing leaders who hire, train, and develop a team of producers who are retained over time and accelerate the company's growth.

Program Differentiators

- Specific to the Staffing Industry
- Facilitated by a Staffing Industry Leadership Development Expert
- Combines Training and Coaching in a “Virtual Live” Peer Group Setting
- Participants Produce Results on the Job During the Program Through Weekly Assignments

FAQ

What are the Vital 9 Staffing Industry Leadership Disciplines?

The Vital 9™ Staffing Industry Leadership Disciplines were developed in partnership with a team of talent acquisition experts with a combined 90 years' experience. The competencies within each discipline are behaviors aligned with those of great leaders who drive high-performance teams.



What skills do participants learn during the program?

See **Program Agenda** for details.

How does the program work?

The program is structured with weekly group calls conducted via Zoom which will be recorded.



Program participants (the “cohort”) are onboarded with an Orientation Call to explain the program, mutual accountabilities, and the first assignment.

Each week following orientation a leadership learning concept is introduced by Amy and an experiential activity is assigned to be completed between calls.

How long are the weekly coaching calls?

We realize staffing managers are busy people who must oversee production. Therefore, our weekly video calls are scheduled for an hour to optimize learning in the shortest time possible.

What happens during weekly coaching calls?

Weekly group calls are structured in two parts: first a review and interactive discussion of the previous week’s assignment, and then training in the next competency with a new assignment.

What happens between calls?

Each week your managers will have specific activities to complete on the job that help them implement new, strengthened leadership behaviors.

How much time does this take?

Not much at all! Just one hour a week for the call plus assignments, which are most commonly simply applying a new skill learned during group calls on the job. Our goal is to increase their effectiveness, not give them busywork.

What results can we expect?

Participants learn and hone staffing industry best practices for leading a team of high-performing employees who produce results and drive company growth.

Our Promise

We’re so confident you’ll see positive results that **we promise 100% satisfaction.**