On Thursday, November 22 the Chamber of Commerce had the pleasure of partnering with [Talent Pool](http://www.talentpoolhub.com/) to host an HR in a Box session. Guest speaker, Landis Jackson, a Chartered Professional in Human Resources, had an abundance of practical and useful information to share with employers. Ms. Jackson discussed employee attraction, recruitment and selection in the first part of the session. Here’s a short summary of the information presented:

* Consider workforce planning – be able to justify the hire, the number of hires and the type of employment (full-time, part-time, casual)
* Think about where you are recruiting – post job in at least 3 different ways (ex. Website, job agency, print)
* Process for selection – short list to three people, review job posting in comparison to the candidates’ cover letter and resume
* Interviewing – have two people conduct the interview (if possible), ask behavioural and situational questions
* Background and reference checks – keep questions focused, ensure no family references
* Hiring decision – compare candidates through measurable review
* Training – keep training sessions to half day (max.) over a longer period of time

The 2nd topic covered in the session was identifying team retention and leadership strategies. Three leadership strategies were presented: Sharing, Transformational and Managerial. The presentation also highlighted that employees do not have to be a “manager” to be a leader. Leadership can be defined by 3 qualities: ability to influence, ability to motivate and ability to enable. There are several attributes of effective leaders today. The top three are drive, emotional intelligence and integrity.

To view the presentation on [Identifying Team Retention and Leadership Strategies](https://www.youtube.com/watch?v=CkcH2PUTsxA), by Landis Jackson please follow the link.

If you would like a complete copy of the information presented by Landis Jackson, please contact the Chamber of Commerce office (403-823-8100 or info@drumhellerchamber.com.