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***LMGT-1111-Recruiting Excellence
vs. Negligent Selection - Getting
Great People!***

Florida Gators, Pythons, Bobcats, and Sharks



Course Description

Making sound decisions is a vital leadership function in every organization. Using cases and scenarios, this dynamic class will challenge your existing way of thinking and equip you with the current knowledge and abilities to enhance your recruitment, selection and on-boarding practices. This session requires enthusiastic participation in discussions and applied problem solving with cases and a group-wide assignment. The opportunity to share local agency best practices and successes will be included.

Learning Objectives

- Articulate an employer's legal responsibilities in the recruitment process including knowledge of negligent selection and referral pitfalls.;
- Articulate seven steps in a common talent acquisition process. ;
- Assist in designing a process for final candidate evaluation.;
- Define talent acquisition and differentiate between recruiting and selection processes.;
- Develop behavior-based and situation-based interview questions derived from job analysis data and prepare for a professional interview.;
- Through discussion, highlight various strategies to onboard newly acquired talent. ;
- Through group participation, construct a job-fit and organization-fit analysis and translate the analysis into selection criteria and methods.

Case #1- BACKGROUND

- Facebook – A Window to CHARACTER
 - STOGIE MAN

Case #2- APPLICANT BACKGROUND

- FACEBOOK VIDEO CLIP
 - THE DISTURBIA CASE

CASE #3

APPLICATION COMMISSION OF OMISSIONS

CASE #4 and 5

- FULL DISCLOSURE ON SEX OFFENDERS
- **Discuss what a manager should do in each of the two Michigan cases.**
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- The first case involves an office equipment company where a 34-year old office equipment repair technician was paroled after serving a 7 year sentence for attacking women on jogging paths. His previous employer offered to rehire him as a field technician who would travel to other offices to repair business machines as he has been an excellent employee with outstanding repair skills.
- The second case involves an African American who had served 10 years for child pornographic possession. He is driving a school bus for a church and has thus far been a model employee although he did not list his conviction on the application form even though the question had been specifically asked.



References

- **Human Resource Management** ; Authors of Text: Robert L. Mathis; John H. Jackson, Sean Valentine; Edition: 14th, Copyright © 2015.Cengage ISBN-13: 978-1-285-06113-9
- **Don't Hire Anyone without Me! A revolutionary approach to interviewing and hiring the best**, By Carol Quinn 2002.HABooks **ISBN-13:** 978-1564145772
- **Hiring for Attitude: A Revolutionary Approach to Recruiting and Selecting People with Both Tremendous Skills and Superb Attitude** by [Mark Murphy](#) 2011. **ISBN-13:** 978-0071785853
- Society for Human Resource Management (SHRM) Website:
<http://shrm.org/pages/default.aspx>