David Szary

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Biography

David is a leading authority on developing radical, just-in-time recruitment solutions for companies seeking to develop an Elite staffing organization. His vast experience qualifies him as a leading expert on talent acquisition in today?s competitive market. In 1998, David founded The Recruiter Academy, and over the past 11 years he has worked with more than 2500 companies in 45 states and 9 countries ? including some of the largest and most recognized organizations in the world. His renowned Recruiter Academy Education & Development Solution has helped educate thousands of recruiters worldwide on recruiting ?best practices? and how to manage an efficient staffing process. He is also the creator of the industry?s first objective, performance-driven Certification Program for recruiters! David has studied and benchmarked numerous experts and theories in the fields of performance improvement (Toyota Production System (TPS), Six Sigma, and Theory of Constraints), behavior modification, time management, and personal achievement. Combining this knowledge with his years of consulting and educating recruitment organizations, he helped develop LEAN Human Capital?s Analytic and Process Optimization methodologies. David is a requested keynote speaker at a variety of corporate and industry events including; Kennedy Information Conference, ERE expo, Local and State-sponsored SHRM/EMA Meetings/Conferences, NAHCR annual conference, and the World Job Summit. He has published numerous articles on staffing, just-in-time hiring, Lean Recruiting, and best practices of elite recruiters and is the author of The Recruiter Handbook and Best (and worst) advice for Job Seekers. Popular speaking topics include: * The Changing Role of The Recruiter * Lean Recruiting * Just-in-Time Hiring * Aligning Workforce Planning with Business Strategy * The Art & Science of Recruiting Passive Candidates * Old School Sourcing ? ver. 2009 * Going from Good to ?Elite?

Availability

Author Appearance

Industry Expertise

Human Resources, Recruiting, Staffing and Recruiting

Areas of Expertise

Lean, Jit Staffing, Recruiting - Journey From Good to Elite, Empowering Recruiters to Present A Business Case

Sample Talks

Empowering Recruiters to Present a Business Case to the C-Suite Regarding Recruitment Metrics!
While almost every recruitment organization tracks metrics, many struggle to utilize them to create a compelling business case required to quantify return on investment of their performance to the C-suite and/or justify the cost for the resources required to meet hiring demand. In this "can't miss" insightful webinar, David Szary (Lean Human Capital | The Recruiter Academy) will discuss the tools and techniques to empower recruiters with the knowledge required to do both! Topics include: ?Do you deserve a "seat at the table?" - Critical information your C-Suite knows that you must know. ?Recognizing how the C-Suite thinks - Listening to the voice of the customer. ?Earning credibility and respect - Utilizing a Proof of Concept. ?Quantifying "out of budget" cost savings. ?Data is important - Presentation is priceless! ?Case study examples that have worked for other health systems. In addition, David will be sharing Lean, Just-in-Time Recruiting industry benchmark data that will empower you to develop a compelling business case!