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military recruiting is a war it s just a different kind of war than what you were prepared and trained to fight for recruiting is a war for talent smart competent and capable people are rare and in high demand every organization from commercial enterprises healthcare non profit sports and education to the military is in an outright battle to recruit and retain these bright and talented people rather than bullets and bombs the war for talent is won through high impact prospecting activity time discipline intellectual agility emotional intelligence and human to human relationships on this highly competitive ever changing asymmetrical battlefield to win you must operate at a level of excellence beyond anything asked of military recruiters before yet in this new paradigm many recruiters are

struggling and most recruiting units are staring down the barrel at 50 percent or more of their recruiters consistently missing mission it is imperative that we arm military recruiters with the skills they need to win in this challenging environment the failure to make mission is an existential threat to the strength and readiness of america s fighting forces and our democracy fanatical military recruiting begins where the recruiting and retention colleges of the various branches of the military leave off it is an advanced master s level training resource designed specifically for the unique demands of military recruiting in fmr you ll learn the single most important discipline in military recruiting how to get out of a recruiting slump the 30 day rule and law of replacement powerful time and territory management strategies that put you in control of your day the 7 step telephone prospecting framework the 4 step email and direct messaging framework the 5 c s of social recruiting the 7 step text message prospecting framework how to leverage a balanced prospecting methodology to keep the funnel full of qualified applicants powerful human influence frameworks that reduce resistance and objections the 3 step prospecting objection turn around framework mission drive and the 5 disciplines of ultra high performing military recruiters in his signature right to the point style that has made him the go to trainer to a who s who of the world s most prestigious organizations jeb blount pulls no punches he slaps you in the face with the cold hard truth about what s really holding you back then he pulls you in with stories examples and lessons that teach you exactly what you need to do right now to become an ultra high performing recruiter fanatical military recruiting is filled with the high powered strategies techniques and tools you need to keep your funnel packed with qualified applicants as you dive into these powerful insights and with each new chapter you ll gain greater and greater confidence and with this new found confidence your performance as a military recruiter will soar and you will make mission fast

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an incisive practical guide giving managers and leaders the principles to elevate hiring processes a fix within their control today even today managers and leaders can be unaware that their actions impact current and future hiring because people post openly about their experiences online bogged down in the day to day recruiting loses priority due to time team and project pressures though it should help ai won t solve the collaboration and communication issues creating clunky expensive and wasteful talent acquisition processes in reboot hiring the key to managers and leaders saving time money and hassle when recruiting author katrina collier gives managers and leaders the knowledge to reset their thinking and reboot their hiring you ll also hear tips from 60 expert recruiters and find forward looking prompts to help describe the hiring need steps for a time and energy saving recruitment experience critical considerations for assessments and interviews tips for online profiles that modern applicants expect to see an easy checklist and inspiration to encourage readers to reboot their hiring in the distraction and transparency created by over 5 billion internet users managers and leaders must know who they need to hire and partner effectively with talent acquisition to succeed reboot hiring gives you the missing pieces of the puzzle and is invaluable to all managers and leaders wanting to save time money and hassle when recruiting

this safety guide identifies the main objectives and responsibilities of the operating organization for the recruitment qualification and training of personnel for new and existing nuclear power plants to establish and maintain a high level of competence of personnel and to ensure safe operation of the nuclear power plant this publication can also be used as a guide for the recruitment training and qualification of personnel for nuclear installations other than nuclear power plants

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these proceedings represent the work of contributors to the 16th european conference on innovation and entrepreneurship ecie 2021 hosted by iscte business school instituto universitário de lisboa portugal on 16 17 september 2021 the conference chair is dr florinda matos and the programme co chairs are prof maria de fátima ferreiro prof Álvaro rosoi and prof isabel salavisa all from instituto universitário de lisboa portugal ecie is a well established event on the academic research calendar and now in its 16th year the key aim remains the opportunity for participants to share ideas and meet the people who hold them the conference was due to be held at instituto universitário de lisboa portugal but due to the global covid 19 pandemic it was moved online to be held as a virtual event the scope of papers will ensure an interesting two days the subjects covered illustrate the wide range of topics that fall into this important and ever growing area of research the keynote presentation is given by soumodip sarkar vice rector from university of Évora portugal on the topic of social intelligence the second day of the conference will open with an address by professor vittorio loreto sapienza university of rome italy who will talk about exploring the adjacent possible play anticipation surprise

corporate recruiting has been broken for decades but fixing it is easier than you think the talent fix offers a practical scalable blueprint for transforming talent acquisition into a strategic results driven function with step by step guidance and real world stories from top performing organizations the book shows how to apply simple organizational designs technologies and best practices to dramatically improve recruiting outcomes whether you re starting from scratch or optimizing an existing function this guide helps hr leaders and recruiters build the systems and culture needed to consistently attract top talent smart straightforward and packed with proven solutions it s the playbook every talent acquisition leader needs

this handbook maps the expanding field of gender and eu politics giving an overview of the fundamentals and new directions of the sub discipline and serving as a reference book for gender scholars and students at different levels interested in the eu in investigating the gendered nature of european integration and gender relations in the eu as a political system it summarizes and assesses the research on gender and the eu to this point in time identifies existing research gaps in gender and eu studies and addresses directions for future research distinguished contributors from the us the uk and continental europe and from across disciplines from political science sociology economics and law expertly inform about gender approaches and summarize the state of the art in gender and eu studies

the routledge handbook of gender and eu politics provides an essential and authoritative source of information for students scholars and researchers in eu studies politics gender studies politics political theory comparative politics international relations political and gender sociology political economy european and legal studies law

this report applies the 2017 recommendation of the council on public integrity assessing mexico s evolving public integrity system the extent to which new reforms cultivate a culture of integrity across the public sector and the effectiveness of increasingly stringent accountability mechanisms

in 2014 the city of los angeles mayor s office sought assistance from the rand corporation to find ways to improve the process the city uses to hire firefighters into the los angeles fire department rand conducted a three month review of los angeles s firefighter hiring policies and practices paying particular attention to their effectiveness and fairness this report presents the results of that three month effort it reviews the city s hiring practices used in the 2013 hiring cycle and in place at the time of the study and outlines a recommended new firefighter hiring process that is intended to increase efficiency of the hiring process bolster the evidence supporting the validity of it and make it more transparent and inclusive

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special admission contradicts the national belief that college sports provide an avenue for upward mobility kirsten hextrum reveals the dynamic relationship between the state elite groups private entities educational institutions and athletic organizations that concentrate opportunities in white suburban communities thus college sports allow white middle class athletes to accelerate their advantages through admission to elite universities

since the earliest days of the nation us citizenship has been linked to military service even though blacks fought and died in all american wars their own freedom was usually restricted or denied in many ways world war ii exposed this contradiction as demand for manpower grew during the war government officials and military leaders realized that the war could not be won without black support

to generate african american enthusiasm the federal government turned to mass media several government films were produced and distributed movies that have remained largely unexamined by scholars kathleen m german delves into the dilemma of race and the federal government s attempts to appeal to black patriotism and pride even while postponing demands for equality and integration until victory was achieved german s study intersects three disciplines the history of the african american experience in world war ii the theory of documentary film and the study of rhetoric one of the main films of the war era the negro soldier fractured the long tradition of degrading minstrel caricatures by presenting a more dignified public image of african americans along with other government films the narrative within the negro soldier transformed the black volunteer into an able soldier it included african americans in the national mythology by retelling american history to recognize black participation as german reveals through this new narrative with more dignified images the negro soldier and other films performed rhetorical work by advancing the agenda of black citizenship

before 1917 the russian tsar wielded absolute power over a vast empire where more than 5 million jews lived in isolation and segregation under the rule of tsar nicholas i 1825 1855 policies toward jews became especially oppressive nicholas sought to erase jewish identity by forcing their conversion to christianity and promoting assimilation through mixed marriages one of his most ruthless strategies was the implementation of the cantonist system which conscripted jewish boys under the age of 13 into military service these children were torn from their families and communities subjected to brutal treatment and pressured relentlessly to abandon their faith over three decades approximately 75 000 jewish boys were conscripted despite the immense hardships the majority stood firm with only 25 succumbing to conversion this powerful account sheds light on a dark chapter in history illustrating the resilience of a people facing relentless oppression under an authoritarian regime

obwohl der mittelstand insgesamt mit 83 prozent den größten anteil an ausbildungsplätzen zur verfügung stellt haben mittelständische unternehmen die größten stellenbesetzungsprobleme dies stellt sie vor die herausforderung ihre personalpolitik insbesondere in hinflick auf die nachwuchssicherung von fachkräften im war for talents zu überdenken die vorliegende studie setzt hier an und stellt ein werkzeug zur verfügung anhand dessen sich unternehmensentscheider einen Überblick über aktuelle trends der betrieblichen personalarbeit insbesondere mit blick auf die rekrutierung von auszubildenden verschaffen können die trendanalyse zeigt nicht nur wodurch der rekrutierungsprozess in mittelständischen unternehmen verändert und beeinflusst wird sondern auch wie die herausforderungen bewältigt werden können ergänzend dazu analysiert die autorin ursachen für stellenbesetzungsprobleme in mittelständischen unternehmen und leitet entsprechende handlungsmaßnahmen ab die studie liefert insgesamt inspirierende impulse zur gestaltung eines wettbewerbsfähigen und ganzheitlichen personalkonzeptes das auf die bedürfnisse mittelständischer unternehmen zugeschnitten ist

diva prima donna maestro virtuoso creative geniuses with the ability to deliver artistic excellence however this perception can serve to tilt the balance of power in relationships and to substantiate the notion of artistic temperament the master is always right and the diva must have her way the artistic genius may be hell to work with but the end result the art is exceptional so behaviour deemed unacceptable in normal circumstances must be tolerated if the corporate culture in the arts is in thrall to the concept of the artistic genius then across the various disciplines within the creative sector the prevailing mentality may be subscribing to a set of values that allows even directly encourages behaviour and employment conditions that are abusive bullying in the arts argues that this mindset can have a profoundly negative effect in performing arts organisations permitting managers and other staff to ignore bullying behaviour as long as the show goes on researchers in a range of disciplines and fields have studied workplace bullying and having witnessed bullying in a number of different arts organisations anne marie quigg researched whether the behaviour represented isolated rare occurrences in specific creative environments or if it was indicative of a more widespread problem in the arts and cultural sector she discovered the highest level of bullying recorded in any single employment sector in the uk bullying in the arts reveals dr quigg s findings including the personal organisational legal and economic consequences of bullying behaviour looking at the experiences of countries such as australia canada france sweden and the united states this book challenges the notion that the arts are beyond the limitations of the ordinary milieu exempt from the rules and regulations governing the treatment of employees arts managers and professionals teachers students and researchers in the arts world and all those in management or management education will find here a new model centred on management responses to bullying behaviour which demonstrates the beneficial effect that knowledgeable skilled action can have on the outcome of bullying incidents

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