A photograph of Steve Jobs in his office, sitting at his desk with his hands clasped in front of him. He has a serious, somewhat skeptical expression. The office is filled with various items: a large potted plant on the left, a framed picture of a sunset, a framed certificate, a small globe, a pen holder, a keyboard, a mouse, and a colorful origami flower on the desk. A coat hangs on a rack in the background. The text "Getting Hiring Managers to Stop Sucking!" is overlaid in white, bold font across the center of the image.

**Getting Hiring Managers  
to Stop Sucking!**

**Born into Recruiting!**

**Author of “The Talent Fix”**

**HR and TA Blogger**

**World’s Foremost Expert in  
Workplace Hugging.**





Why do Hiring Managers  
Suck?

# Hiring Managers Think We Suck!



- 15+% would grade us an "F" if they could!
- 0% said their TA team was an "A"
- Why do they think we suck?

What's the biggest  
opportunity you have in  
TA right now?



# So many opportunities!



Not enough candidates



Candidates ghosting us



Quality of candidates is low



Can't get hiring managers to move fast enough



Can't get hiring managers to give us feedback



We lose talent as fast as we find it



What else?

# Are Hiring Managers our Clients?





Who owns Talent in  
your Organization?



But, really, how do get them to stop sucking?





It's easy to be a Jerk to someone you don't know...

---

- Prioritize the relationship. Spend time in the business.
- There pain is your pain.
- Partner vs. Client.



# Take Charge...

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- Own the process.
- Work backwards from delivery dates.
- Pre-schedule their calendar.





# Be Data Driven...

---

- Rather than "sell" be the source of objective information that is helpful.
- Have an opinion, that might sometimes go against the data.
- Get both of your objectives on the table.

*Freshly Married*

WE CANNOT BECOME  
WHAT WE WANT  
BY REMAINING  
WHAT WE ARE.

*- Max De Pree -*

## Who do they want to be...

---

- Be the partner that can help them reimagine what it means to be a leader of people.
- TA/HR have this great space to be trusted advisors.
- Show them how to be a leader that attracts talent, not one that waits for TA to bring them talent.



# On an Island...

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- Never allow one of your HM's to be out on an island alone when it comes to talent.
- Manage up in positive ways.
- Make a plan to keep each other informed and follow it!

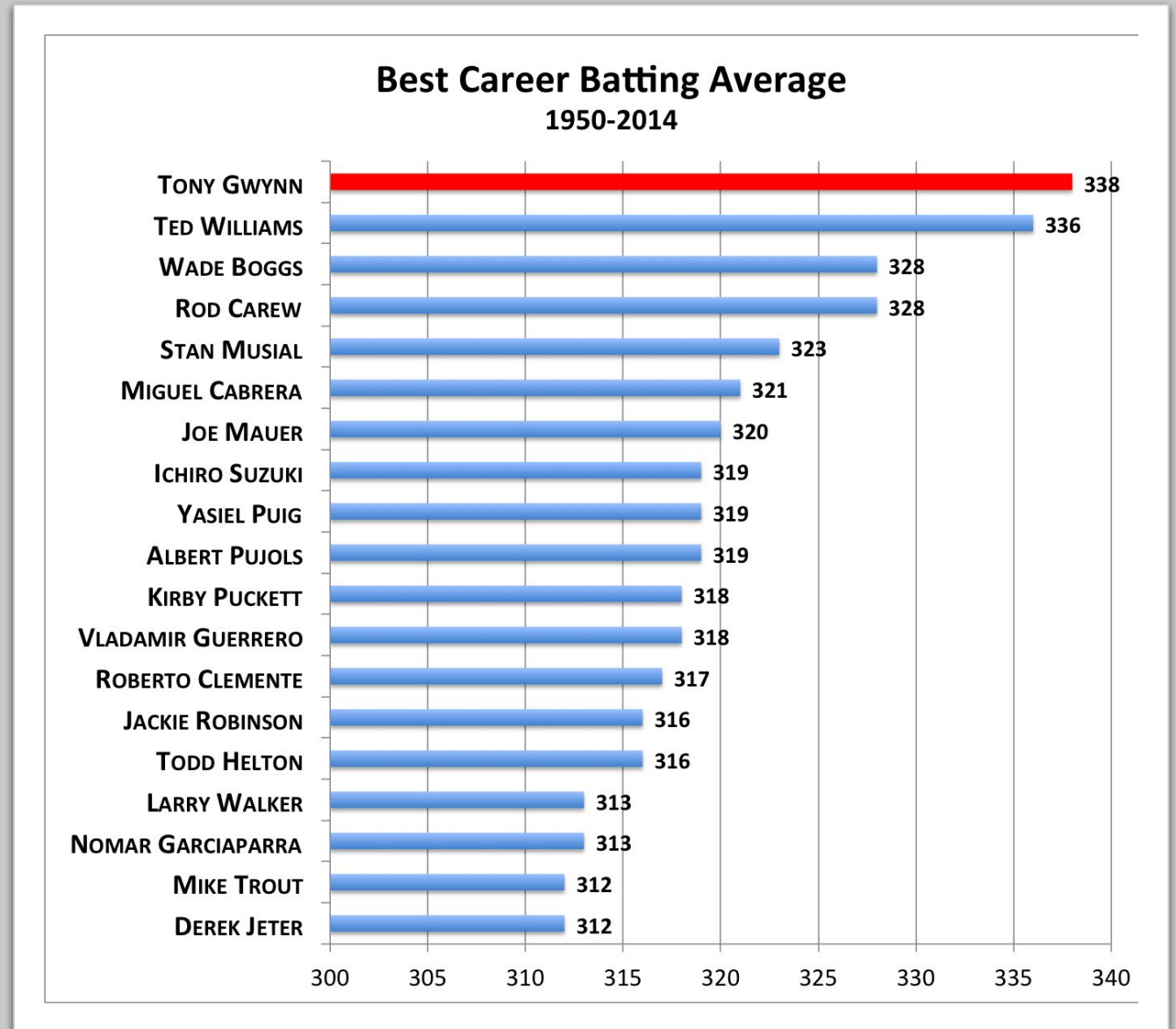




## The Tactics of Great HMX!

- Consistent deliverables that you can both count on.
  - You mean like SLA's!?!  
Ugh, NO!
- Regular contact that isn't email!
- Find ways to get in front of each others' bosses, together.
- A shared people goal is ideal!

# Hiring Manager Batting Avg!





How long  
would you  
wait?



Yeah, but we work remote...

# Dealing with unrealistic expectations

EXPECTATIONS

vs.

REALITY

- Know your data and be willing to stand behind it. (What!? You don't have data!)
- Make sure you have backup.
- Control what you can control but make them do their part.
- Be willing to pull the req!

# Practice Influence

- Give away your credit in a way that the other person knows they owe you one.
- Assume positive intent in every interaction – you want the same things!
- Put yourself in the position of being a career coach.

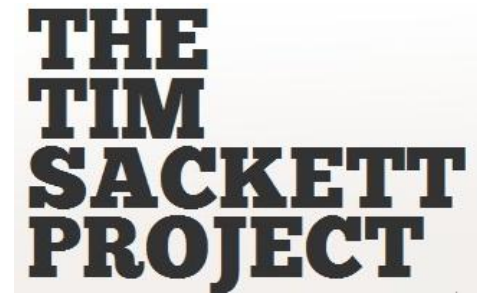
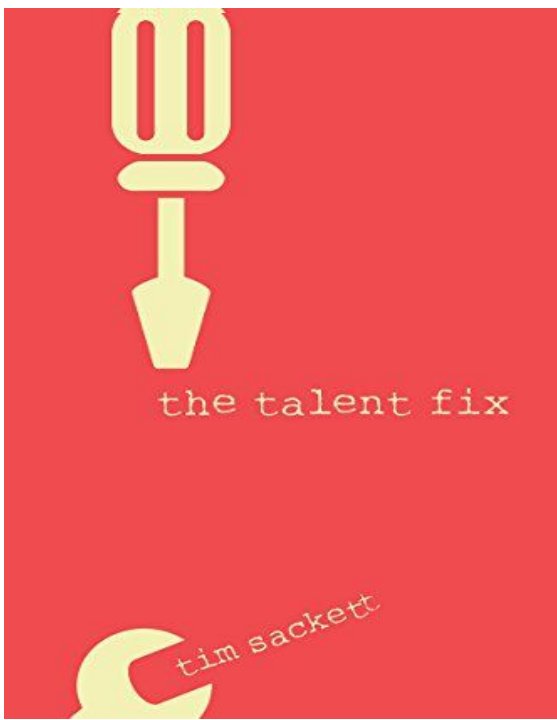




# Why didn't we talk about these?



## SLAs



## 7 Big Ideas Finding More Talent in 2020!

**Free eBook**



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