

## The Rich Recruiter

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The Rich Recruiter has been written specifically for recruitment consultants working for recruitment agencies. Therefore, it has remained completely true to the industry. You'll learn: Whether you're new to recruitment, an experienced recruiter or a struggling recruiter, The Rich Recruiter is a step by step guide on how rich recruitment consultants achieve their success.

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Whether you're new to recruitment, an experienced recruiter or a struggling recruiter, The Rich Recruiter is a step by step guide on how rich recruitment consultants achieve their success. The Rich Recruiter has been written specifically for recruitment consultants working for recruitment agencies. Therefore, it has remained completely true to the industry. You'll learn: 1. How to win new clients, even in a competitive market 2. How to handle objections and bypass preferred supplier lists (PSL) 3. How to get past difficult gatekeepers 4. How to acquire the direct numbers and email addresses of those hard to reach clients 5. How to write, structure and target winning e-shots that pull in jobs 6. Where to find and how to approach the best candidates that'll beat your competitors 7. How to significantly reduce candidate dropouts during the recruitment process 8. How increase your candidate's interview skills so they get the job 9. How to get meetings and how to conduct meetings with clients that'll win their business 10. How to successfully negotiate and close deals that'll maximise your fee rate while creating a win-win situation 11. How to cold call and do spec calls that'll put you head and shoulders above your competitors 12. How to create and maximise your recruitment luck

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How many hours a day do you dream about making a ton of money? How often do you wonder what direction you should be going in your life? Whether you're a college dropout, just finished school, or have been working a 9 to 5 job for far too long; you can be the next millionaire recruiter!

This revealing memoir from a 34-year veteran of the CIA who worked as a case officer and recruiter of foreign agents before and after 9/11 provides an invaluable perspective on the state of modern spy craft, how the CIA has developed, and how it must continue to evolve. If you've ever wondered what it's like to be a modern-day spy, Douglas London is here to explain. London's overseas work involved spotting and identifying targets, building relationships over weeks or months, and then pitching them to work for the CIA—all the while maintaining various identities, a day job, and a very real wife and kids at home. The Recruiter: Spying and the Lost Art of American Intelligence captures the best stories from London's life as a spy, his insights into the challenges and failures of intelligence work, and the complicated relationships he developed with agents and colleagues. In the end, London presents a highly readable insider's tale about the state of espionage, a warning about the decline of American intelligence since 9/11 and Iraq, and what can be done to recover.

As recruitment becomes ever more important to a business achieving its corporate objectives, recruiters must raise their game, delivering new and innovative solutions while also doing their job well and achieving the results needed for their clients and candidates. The Professional Recruiter's Handbook, second edition, is a complete guide to achieving success in recruitment. The authors explore the techniques used by the most successful recruiters, both agency and client-side, to understand what creates excellence in recruitment. Containing up-to-date practical advice on attracting the right candidates and finding and retaining new clients, it explains how to develop a recruitment strategy to ensure the recruitment professional can successfully fulfil the roles taken on. The book is supported by numerous case studies and interviews with recruitment professionals.

The behind-the-scenes story of how a headhunting pioneer helped shape an industry Born in Greenwich, Connecticut, Reynolds graduated from Phillips Exeter and Yale before joining the U.S. Air Force as a navigator-bombardier in a B-36. After his stint in the military, Reynolds returned to J.P. Morgan as a lending officer, where he learned the lessons and began making the connections that would drive his long and illustrious career. Reynolds's first foray into the executive recruiting industry he helped influence was with the New York search firm William H. Clark Associates. He quickly displayed his talents as a recruiter, and three short years later, on October 2, 1969, he founded Russell Reynolds Associates (RRA). That's when the executive search business changed—for the better. Until then, the general feeling among business professionals was that executive search firms simply took advantage of easy access to corporate money without delivering real value to clients. With smart, forward-looking, disciplined marketing, Reynolds helped establish executive search professionals as important elements in the smooth running of American business—all while opening new offices around the world. Filled with cameo appearances by some of the twentieth-century's greatest business titans, Heads is the fascinating story not only of how RRA became one of the world's most influential executive search firms but also of how one man transformed an industry.

Steve Guest's Top Biller is a refreshing and timely insight into the recruitment industry, for both the seasoned professional and those new to the game. Guest breaks down his technique and breathes life into the method that has rendered himself, and those he mentors, highly successful 'Top Billers'.

If you discovered a new market comprising 53% of the world's population, would you act to invest in it? There are 1.3 billion people around the world who identify as having a disability. When you include friends and family, the disability market touches 53% of all consumers. It is the world's largest emerging market. Unleash Different illustrates how companies like Google, PepsiCo, and Nordstrom are attracting people with disabilities as customers and as employees. Replacing "nice to do" with "return on investment" allows market forces to take over and the world's leading brands to do what they do best: serve a market segment – in this case, the disability market. Business managers will come to understand how taking a charity-oriented approach to people with disabilities has failed, what action is required to capitalize on the world's biggest emerging market, and how their organizations can grow revenue and cut costs by attracting people with disabilities as customers and talent. Rich gives the reader a peek into how he rose from a Canadian school for "crippled children" to manage \$6 billion for one of Wall Street's leading firms. He makes it easy to relate to the business goal of serving disability – because he has actually done it.

Why are some recruiters successful while so many others fail and leave the industry? Why do other recruiters spend their whole careers bouncing around from company to company with little or no success? The answer: they never learned fundamental recruiting skills. Recruiting 101 explains how to develop 15 fundamental recruiting skills. Learn how to excel in sourcing, social media, recruitment marketing, candidate engagement, cold calling, interviewing and selection, and more. In addition, step-by-step instruction is included on how to become efficient in using these major recruitment tools: LinkedIn, Indeed, Facebook, Monster, and CareerBuilder. From the junior recruiter just starting out to the senior recruiter looking to improve, Recruiting 101 is for all professionals who aim to take their career to the next level.

A ten-year study by milewalk, which included more than ten thousand employees and two hundred companies, surfaced the hidden reasons why employers have difficulty hiring and retaining top talent. A job candidate's often faulty decision-making approach coupled with short-term emotions and other external influencers exacerbate an already-systemic issue regarding how employers evaluate job seekers. Companies will struggle with these challenges until they fully understand and account for the real reasons they have difficulty recruiting the right resources. In The Hiring Prophecies: Psychology behind Recruiting Successful Employees, a milewalk Business Book, learn a proven recruitment methodology that counteracts these ever-present challenges when evaluating job candidates. Once employers understand and implement the methods that address the true predictors of recruiting and retention success, they will be on their way to hiring employees who stay!