

A photograph of pink cherry blossoms in full bloom, set against a clear, light blue sky. The blossoms are in sharp focus in the foreground, with some branches extending across the frame. The overall mood is bright and cheerful.

SUPERSTAR BLUEPRINT

VICKY BROWN





GET IT RIGHT

(2 STEP PROCESS)

GET THEM

KEEP THEM

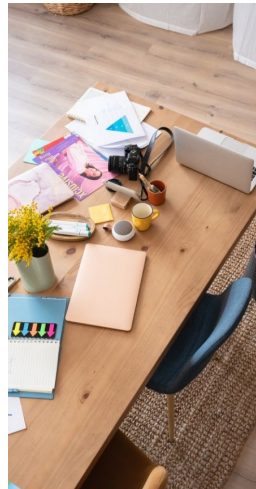


H.I.R.E

Finding and selecting the right candidate

S.T.A.R.S.

Keeping and growing them once you have them



H.I.R.E

Highlight Job Requirements

- What are you looking for
- Job Descriptions
- The Posting



Identify The Right Person

- Job Boards
- Network
- Referral Programs
- Grow from Within



H.I.R.E

Review Submission Materials

- Deciphering the Resume
- Work Product
- Samples

Evaluate Through Interview Process

- Interview Types
- Questions
- Testing



S.T.A.R.S.



**Strengthen
Leadership Skills**



**Train for High
Performance**



**Appreciate and
Acknowledge**



**Retention
Strategies**



**Support
Growth**

S.T.A.R.S.



Strengthen Leadership Skills

- Vision
- Model Behavior
- Adaptability and Resilience
- Communication
- Continuous Learning



Train for High Performance

- Continuous Learning
- Clear Goals
- Valuable Feedback
- Creativity & Innovation



Appreciate and Acknowledge

- Recognition Programs
- Incentives
- Kudos

S.T.A.R.S.



Retention Strategies

- Career Pathing
- Flexibility
- Autonomy
- Exit & Stay Interviews



Support Growth

- Provide Time and Resources
- Use Internal Resources
- Formal and Informal Programs

H.I.R.E S.T.A.R.S.

FRAMEWORK



A background image of pink cherry blossoms in full bloom, set against a clear, light blue sky. The blossoms are in various stages of focus, with some in sharp detail and others blurred, creating a sense of depth and movement. The overall tone is soft and vibrant.

VICKY BROWN

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