

Hiring to Complement Your Pool Programs

Tuesday August 17, 2010



What do you think?

- How important is talent and its acquisition to your organization? Why?
- What are the unique challenges your organization faces when it recruits?
- When openings occur, what strategies do you use?

Rigorous not Ruthless

Good-to-Great leaders were rigorous, not ruthless, in people decisions. They do not rely on layoffs and restructuring as primary strategy for improving performance.

The three practical disciplines for being rigorous in people decisions:

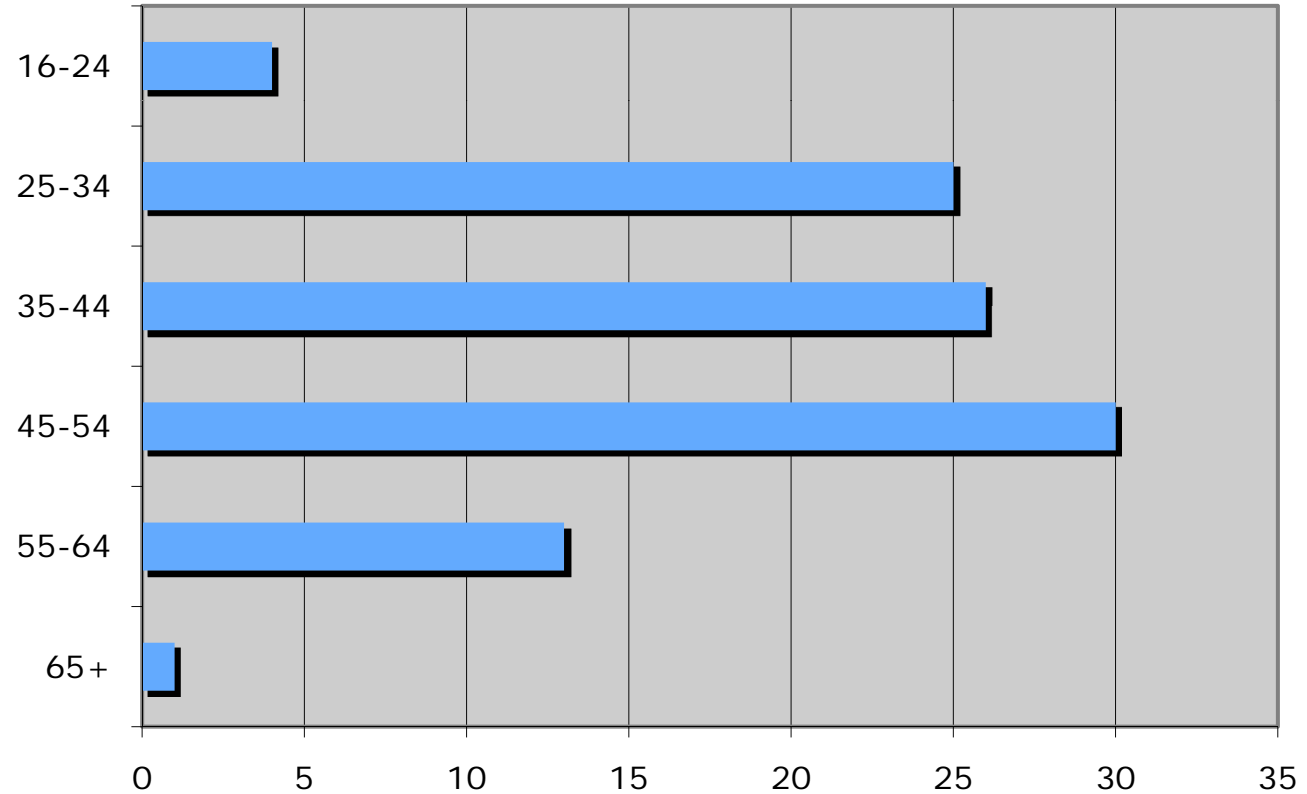
- When in doubt, don't hire- keep looking. (Corollary: A company should limit its growth based on its ability to attract enough of the right people.)
- When you know you need to make a people change, act. (Corollary: First be sure you don't simply have someone in the wrong seat.)
- Put your best people on your biggest opportunities, not your biggest problems.

.....Jim Collins, Good to Great



A Shortage Looms

Commercial lines carriers



Strategies for Building your “A” Team

- Maintain your grid
- Continuous recruiting
- Understand the “pool”
 - Agencies
 - Carriers
 - Grow your own
- Master the interview process to obtain “A” talent
 - Best practices process
 - Deep understanding of requirements
- Talent management and development strategies
 - Performance, range and readiness
- Sourcing
 - Word of mouth
 - Ads
 - Job boards
 - Internal referrals
 - Professional recruiters
- Insuring a “great” fit
 - Testing
 - Referencing
 - Multiple interviews
 - Gut check



2009 US Compensation Data

Inside Claims (Total Comp)

- Entry level \$37,600
- Intermed. \$47,100
- Senior \$59,500

Loss Control

- Entry level \$45,500
- Intermed. \$62,900
- Senior \$75,300

Outside Claims

- Entry \$40,700
- Intermed. \$54,100
- Senior \$65,900
- Manager \$100,400

AGRiP Data

- Claims Supvsr (Avg) \$86,000
- LC Consultant (Avg) \$70,689



Consumers' perception of Industry

