

1. Think about your current staff. What staff members do you consider exceptional and how can you approach them about others they may know that would be a good fit for your organization?

2. If you have exceptional staff members you consider your top people, take a step back and think, where did you find them? Are there others you could find the same way?

3. Do you have a structure within your organization for rewarding employees who recommend someone to the company who is then hired on? If yes, how's it working? If no, how can you go about getting that started?

4. What are the first 2 steps you can take toward harvesting new talent from local schools in your area?

5. In your employment history, have you known anyone or experienced yourself, getting hired away by the competition? Did it allow you to get a promotion or a raise? Was it worth the move?