

12-point plan for companies



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1 process, 12 stages, 100 % transparency.

The Rennecke Consulting recruiting process. An example process.

Stage 1

Briefing

Together with you, we will first develop a professional and personal job profile. In addition, we will analyse the overall conditions, environment, company goals and development potential in the position.

Stage 2

Creating a job offer

With the offer, we will also define the position framework, develop a search strategy and start market research or a feasibility analysis. With your aid, we will also create a target company list and a "blacklist".

————— First third of fee payable —————

Stage 3

Start of search

When you place your order, we will start our search. Depending on the position, we will do so using:

- > Multi-channel posting on all relevant portals
- > Active sourcing via our networks, using internal and external databases and the ident of target companies
- > Direct contacting of potential candidates in the companies

Stage 4

Preselection

In this phase we will first evaluate certificates, CVs and references. For suitable candidates, we will then carry out a video-call interview and collect their basic data (salary, availability, qualifications).

Stage 5

Video interviews

The most promising candidates will then be invited to a video interview, which will also be recorded for you. We will determine the questions with you beforehand. If the position demands it, the interviews can be carried out in English or any other language.

Stage 6

First suggestions

Now we will provide you with our suggested candidates' profiles. Here you will both receive the corresponding video interviews and relevant documents such as CVs and certificates – simply by email or via our video platform.

————— Second third of fee payable —————



Stage 7

Face-to-face interview

Now, the first in-person meeting can take place. We will be happy to prepare the interview using the Rennecke Consulting personnel diagnostics manual. As needed, we will also moderate, document and evaluate it for you – free of charge, of course.

Stage 8 (optional)

Web-based potential analysis

As needed, we will then carry out further online analysis procedures. From cognitive competence analysis through motivation analysis to our scientifically valid RC management profiling.

Stage 9

Reference calls

If you wish, we will also carry out reference calls in agreement with the candidates – depending on the situation, before or after the assessment.

Stage 10

Individual assessments

Together with you, we will design the individual assessments. From simulating a business case to a meaningful roleplay – we offer you a broad range of content and will take over moderation and documentation.

Stage 11

Contract negotiations

Now, contract negotiations will take place between you and the potential candidate. If desired, we can take part in this.

————— **Second third of fee payable** —————

Stage 12

Debriefing

Finally, all those involved in the process will offer mutual feedback. Then, the induction period will begin. If needed, we can also help with this.