

Inspire Action for Social Change Inspired Boost

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Inspired Boost Session

Part 3: Staff Recruitment

March 28, 2022

In Partnership and Presented by Linda Nguyen
Founder and Executive Director
Movement Talent

**MOVEMENT
TALENT**



**Linda Nguyen (she/her)
Founder and Executive Director**

Linda founded Movement Talent in 2020 to introduce a new way of finding, supporting, and maximizing the talent for our movements in the U.S. She spent five years leading staff recruitment and development efforts at Community Change. Prior, Linda spent a decade working with a network of more than 500 frontline human service organizations to build their civic engagement capacities. Known for her ability to work across movements to connect people and ideas, Linda brings to Movement Talent hands-on experience and insight.

Linda serves on a number of boards, including the National Asian Pacific American Women's Forum, and a locally-based organization in Maryland focused on environmental sustainability. She is a proud alum of Rockwood Leadership Institute's Cross-Movement Yearlong program.

Today's Agenda

- Icebreaker
- Live Polling
- Outreach and Sourcing
- Application Process
- Interviews and Vetting
- Talent Ambassadors
- Scenarios
- Q&A



Introduction

- Name
- Affiliation
- What do you need to Spring Clean?



Live Polling Questions

1. What is your best source for finding new staff members?
2. If you had 15 minutes each work day to devote to recruitment and hiring, how would you spend it?
3. If you are having a hard time finding people, why do you think this is the case?

Outreach and Sourcing

Things to Try

Application Process

**Making This as Easy as Possible For
Candidates**

Interviews and Vetting

It's A Two-Way Street

Being A Talent Ambassador / Steward Of Your Organization

Scenario One: Practicing Your Pitch

You run into someone who you think might be a good candidate for your new role, at your father's care center.

How might you talk about the opportunity and encourage them to apply?



Scenario Two: Expanding Your Reach

Your place of worship has a new administrator, and you see this as an opening to maybe include information about your organization and/or services in the bulletin, or maybe an informational flyer, or maybe a spoken announcement.

How would you broach this topic?

Questions & Answers

Let's connect!

MovementTalent.org

[@LindaNguyen100](https://twitter.com/LindaNguyen100)



Supporting Resources Posted Here:

The Management Center

<https://www.managementcenter.org/tools/hiring/>

Future Inspired Boost Sessions

What else would you like to learn and explore?

Send us any Inspired Boost topics you would like to place in the “queue” for future calls.

Send us an email at

info@inspireactionforsocialchange.org

Upcoming Intensive SV Training

General Supervised Visitation Immersion Training - 18-Hour Virtual Offering

Supervised Visitation Immersion Training is a virtual six-session interactive and intensive energetic, and inspiring training event that provides supervised visitation staff and community partners with a hands-on, interactive opportunity to enhance the skills needed to operate a visitation center while learning how to best serve families who have been impacted by intimate partner violence. This is your chance to roll up your sleeves, have fun, and gain new skills and practices that will help provide enhanced safety for the survivors of intimate partner violence and children who use your center.

Training Dates: May 3, 5, 10, 12, 17, & 19, 2022 (attendance at all 6 sessions is required)

Time: 6-9 AM Hawaii / 8-11 AM Alaska / 9 AM-12 PM Pacific / 10 AM-1 PM Mountain / 11 AM-2 PM Central / 12-3 PM Eastern

Registration: <http://www.inspireactionforsocialchange.org/supervised-visitiation-training>

REGISTRATION CLOSES: APRIL 20, 2022

Inspire Action for Social Change

We are here to provide you support - please contact us anytime!

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