

2012-04-03 to 2012-04-03

2 contributors

29 Twitter search results

1 retweet 0 @replies 0 links

Results include 0 tweets from our archive.



## TWEETREPORTS

[View Real-time Results](#)



**@rsidneysmith**: I'm heading down to @alexvasbdc's #smallbiz workshop at noon on "Hiring Smart" by the great @2patra. Looking fwd 2 it!  
#hr #hrsmarts

April 3, 2012, 2:07 pm



**@alexvasbdc**: We'll be start live-tweeting the Small Business workshop "Hiring Smart" shortly with @2patra. We'll be tweeting using #hrsmarts

April 3, 2012, 3:55 pm



**@alexvasbdc**: Director Bill Reagan is giving introduction to Alexandria SBDC and welcomes everyone here to the workshop on hiring. #HR #hrsmarts

April 3, 2012, 4:02 pm



**@alexvasbdc**: "How many of you in a past life (b4 ur #smallbiz) handled hiring? And, are a solopreneur?" #hrsmarts

April 3, 2012, 4:05 pm



**@alexvasbdc**: You're hiring someone to increase value of your business and generate revenue. #hrsmarts

April 3, 2012, 4:06 pm



**@alexvasbdc**: What are the specific results you're expecting of your new employee? #hrsmarts

April 3, 2012, 4:07 pm



**@alexvasbdc**: Critical success elements per @2patra : your culture & your story. #HR #hrsmarts

April 3, 2012, 4:08 pm



**@alexvasbdc**: "Your culture underlies the effectiveness of your business and your staff." #hr #hrsmarts

April 3, 2012, 4:09 pm



**@alexvasbdc**: "Hiring people is a form of marketing your organization." #whyyourstoryisimportant #hr #hrsmarts

April 3, 2012, 4:11 pm



**@alexvasbdc**: "What're you offering someone that would make them want to work for you?" #hrsmarts

April 3, 2012, 4:12 pm



**@alexvasbdc**: While some #smallbiz sometimes uses #HR recruiting services, most often it's internal resources (network, vendors, EEs...) #hrsmarts

April 3, 2012, 4:14 pm



ALEXANDREA

@alexvasbdc: In the process of #hr recruiting, this is your opportunity to "attract the best, repel the best." Tell 'em the challenging story. #hrsmarts

April 3, 2012, 4:17 pm



ALEXANDREA

@alexvasbdc: #smallbiz must have a simple, efficient process for #hiring: enhances business success; easier to hire fast/well; and, risk mgmt! #hrsmarts

April 3, 2012, 4:19 pm



ALEXANDREA

@alexvasbdc: Hiring process framework: application process, testing options, demonstrate work, interviews, & reference checking. #HR #hrsmarts

April 3, 2012, 4:21 pm



ALEXANDREA

@alexvasbdc: If you haven't yet had a chance, check out @2patra 's blog post, "Hiring the Talent You Need to Succeed" - <http://t.co/CS76dAse> #hrsmarts

April 3, 2012, 4:27 pm



ALEXANDREA

@alexvasbdc: Train all participants in interviewing types (behavioral, competency) and standards. #hr #recruiting #hrsmarts

April 3, 2012, 4:28 pm



ALEXANDREA

@alexvasbdc: "Focus: their achievements as related to your needs." via @2patra #smallbiz #hrsmarts

April 3, 2012, 4:31 pm



ALEXANDREA

@alexvasbdc: We are live-tweeting about #hiring here @alexvasbdc during @2patra 's seminar on "Hiring Smart" #hr #peoplechat Pls join! #hrsmarts

April 3, 2012, 4:35 pm



ALEXANDREA

@alexvasbdc: We're now going through an activity of writing succinct job descriptions and stories/cultures (why) for current hiring needs. #hrsmarts

April 3, 2012, 4:39 pm



ALEXANDREA

@alexvasbdc: Always be talking about what you need, the challenge that you offer, and what your story is. #hr #hrsmarts

April 3, 2012, 4:41 pm



ALEXANDREA

@alexvasbdc: It's vital that you consistently use your #hiring process. #hrsmarts

April 3, 2012, 4:43 pm



ALEXANDREA

@alexvasbdc: @2patra passed out two articles from her extensive writing on #hiring available on her website, <http://t.co/axsYH7Gc> #hr #hrsmarts

April 3, 2012, 4:45 pm



ALEXANDREA

@alexvasbdc: "Most #smallbiz waste much...doing 'stuff' that someone else could handle more efficiently and effectively." - @2patra #hrsmarts

April 3, 2012, 4:48 pm



ALEXANDREA

@alexvasbdc: In answer to questioner, "putting a pay range in phone screening is a great idea." #hrsmarts

April 3, 2012, 4:49 pm



@alexvasbdc: Funnel your interview process: resume filtering >> email >> phone interview >> 1-3 in-person interviews. #hr #hrsmarts

April 3, 2012, 4:52 pm



ALEXANDREA

@alexvasbdc: Question: How valuable are the applicants into the future? Not needed today, but maybe in five years? #hrsmarts

ALEXANDREA

April 3, 2012, 4:53 pm



@alexvasbdc: Answer from @2patra: Even if you're interested in them in the long-term but not qualified, say immediately. #hr #hrsmarts

ALEXANDREA

April 3, 2012, 4:55 pm



@alexvasbdc: We're wrapping up our seminar on #hiring at the SBDC! Thanks to @2patra & we'll be posting a video summary in a few days! #hrsmarts

ALEXANDREA

April 3, 2012, 4:58 pm



@rsidneysmith: @2Patra You're quite welcome and thanks for a great workshop! #smallbiz #hr #hiring #hrsmarts cc @alexvasbdc

April 3, 2012, 7:03 pm

