

Slide 1



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Slide 2



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Slide 3



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Slide 4

**THE YB4 RULE**

The rule is:

**'Why?' before 'Who?' and  
'Who?' before 'Where?' and  
'SEARCH' before 'FIND.'**

[Okay?]

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Slide 5

**SET REALISTIC EXPECTATIONS FOR  
YOUR SOURCING STRATEGY...**



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Slide 6

**Consider, for  
example...**

- Supply and demand
- Candidate behavior
- Internal pressures
- Available resources
- Environmental and/or situational factors

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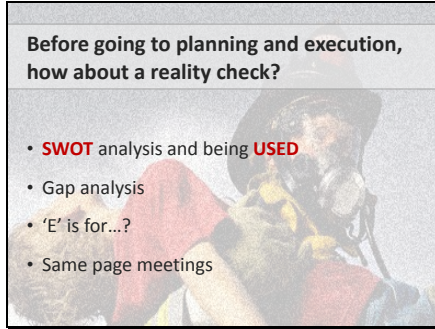
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Slide 10

**Before going to planning and execution, how about a reality check?**

- **SWOT** analysis and being **USED**
- Gap analysis
- 'E' is for...?
- Same page meetings



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Slide 11

**RESOURCE ALLOCATION**

MUST HAVES  
SHOULD HAVES  
COULD HAVES  
IMPROVISATION



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Slide 12

***"If you don't have a plan of your own you'll end up a part of someone else's..."***

1. Reach consensus on everything and establish solid up-front contracts
2. Budget: Build a business case, stick by the rules
3. Schedule deliverables and timelines, establish responsibilities
4. Write it down [but use a pencil]



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Slide 13



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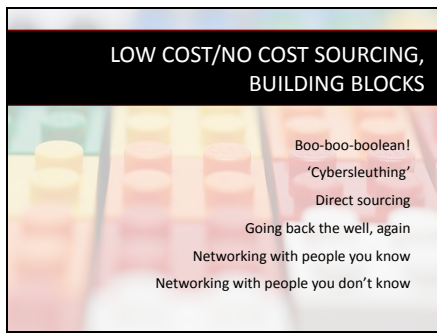
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Slide 14



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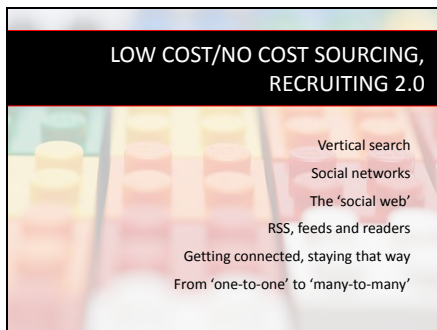
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Slide 15



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