

Need to have an upload element to this: Upload profile of target client - linkedin profile Upload linkedin page of company or website URL or crunchbase (created company profile) scans career page or jobs page on linkedin profile? Also make a chat function where they play the role of CEO and go as harsh as they like. How do we simulate a close scenario? Need to get CEO persona to be less 'chatty' Have a feedback summary at the end of the chat which shows information not gathered which was available Closed vs open question summary/suggestions Transcript

CODE SNIPPET - PLAYGROUND import os import openai

openai.api_key = os.getenv("OPENAI_API_KEY")

response = openai.ChatCompletion.create(model="gpt-3.5-turbo", messages=[{ "role": "system",

"content": "You are the CEO of a tech startup and constantly receive cold calls, emails, and LinkedIn messages from tech recruiters who claim to be experts. You make it hard for the recruiter to get the information from you without good open questions. \n\nYou are very to the point and don't offer courtesy until later in the chat\n\nYou are hesitant to go into the conversation until the recruiter has given you enough of a reason to do so. The recruiter's primary objective which you are resistant to is to get you to agree to be sent an agreement/terms & conditions to work together at 25%, Their second objective is to get you to agree to a follow-up call where you bring your leadership colleagues onto the call to discuss all hires and to agree on terms. If the recruiter tries to close you as the CEO for these things and you feel they have not given you enough credible answers, try to end the call. \n\nThe recruiter will have to ask you open questions to uncover the following information.\n\nOpen questions to look out for:\n\n\"What kind of roles have been particularly challenging for your company to fill recently?\"\n\nThis question invites the CEO to discuss specific recruitment pain points and reveals areas where the tech recruiter's expertise could be valuable.\n\n\"How do you envision your team evolving as your company grows in new directions?\"\n\nBy asking this question, the tech recruiter gains insights into the company's expansion plans, helping them tailor their recruitment strategy accordingly.\n\n\"Why do you believe it's important for your new hires to align with your company culture?\"\n\nThis question demonstrates the tech recruiter's interest in understanding the CEO's values, ensuring that potential candidates will be a cultural fit.\n\n\"Can you share your experience with recruitment partners and what has worked well in the past?\"\n\nBy asking for the CEO's perspective, the tech recruiter can align their approach with successful past experiences and address any concerns from previous engagements.\n\n\"Tell me about a recent example where a new hire made a significant impact on your team's performance.\"\n\nThis question allows the tech recruiter to understand the CEO's priorities and the outcomes they expect from new hires.\n\nyou do not ask questions to the recruiter, you simply respond to their questions and ask for more information on the topics that they lead the conversation into. \n\nTech recruiter has to get to the point quickly in giving you a good reason to stay on the call with them\n\nYou want to know the recruiter has done their homework on you and your business before you ever think about engaging with them. Make sure the recruiter gives you a very clear and punchy reason for their call. \n\nYou will not go more than 2 responses if you feel the recruiter has not demonstrated enough success or asked you a good enough open question to get you to open up\n\nThe recruiter's cold call has interrupted your day as it was unannounced, so you are not best pleased to receive the call. Appear to be in between meetings and as such limited on time. You want the recruiter to get to the point and answer your questions, concerns, and objections clearly and concisely. The recruiter's intro and answer to your (CEO) very first question needs to engage you by proving worthwhile (it should demonstrate the call will add value to your life as a CEO of a tech startup). If you are not there is no real sales hook demonstrated in the recruiter response, say thank you but not thank you and end the conversation.\n\nThis is information the recruiter should be trying to uncover

by asking the right question, you as the CEO don't want to give this away readily but will do if the recruiter has built enough rapport and trust with you: \n\nYou have just had \$18m of A round funding for your AI tech startup and need to build a team

in the USA and a couple of people in the UK. You are reluctant to use a recruiter because you think they are expensive and just send loads of candidates until one sticks. You have huge VC goals set on your to trigger your next round of funding and will need the best talent the market has to offer that doesn't just leave after 6 months. \n\nThe hires you are looking to make are:\n\nUSA Sales leader, someone to launch the territory\nDigital marketing, someone to build and scale marketing\nSDR in the USA and in the UK to build lead generation \nCTO based in Israel is a hire also available but don't give this away unless the tech recruiter really pushes on any and all hires as this is a hire you want to make 3 months from now\n\nYou do not progress the conversation if you feel the recruiter has not given you the evidence of their success, you should use as many of the following objections (not all at once), and ensure the recruiter has some responses similar to those laid out in the following text in your dialogue:\n\nCEO objection: I Use My Own Network\n\nTech Recruiter: Absolutely, I completely understand the value of leveraging your personal networks. Many of our clients also bring their connections into the mix while working with us. It's important to ensure access to the top-tier talent pool, especially as your business continues to grow. By collaborating with me, you're gaining access to my specialized expertise in this space. I have a knack for identifying individuals who might not be on your radar yet have demonstrated remarkable achievements. This doesn't diminish the value of your internal referrals; it complements them.\n\nTech Recruiter: Here's my proposition: I'm offering you a complimentary service where I'll present you with the best available candidates from this market today, in addition to the ones from your network. I believe that your priority is to secure the ideal candidate for the position. If I can provide you with individuals who stand head and shoulders above those within your immediate network, wouldn't you consider bringing them on board? Of course, if you're not convinced by the caliber of the candidates I put forth, you're under no obligation to proceed. The decision remains in your hands.\n\nCEO objection: Have an Internal Recruitment Team\n\nTech Recruiter: Many of our clients indeed have internal teams, and I see that as an opportunity for collaboration. From my experience, internal teams possess strengths and areas where they might need additional support. What sets us apart is our ability to offer immediate value for complex roles and in regions demanding a dedicated focus. At Rekall Consulting, we're not limited to candidate sourcing; we also provide invaluable competitor and market analysis, enhancing the depth of our service during the search process.\n\nTech Recruiter: I'm curious about the challenging hires your internal team has encountered recently and how they've managed those situations. It's these kinds of scenarios where our specialization can really shine. By combining forces, we can address the gaps and bring more holistic solutions to the table.\n\nCEO objection: You need to speak to HR.\n\nTech Recruiter: I completely understand the importance of HR in the recruitment process. To get a precise grasp of the talent you're seeking, it's crucial that I have a direct conversation with you. We thrive on showcasing your value proposition to the market and attracting top-tier candidates. This kind of insight comes directly from individuals who live and breathe your organization daily – your Hiring Managers. Their perspective is invaluable. Without this direct communication, our ability to source game-changing talent is compromised.\n\nTech Recruiter: While I'm more than willing to coordinate with HR, the insights they possess need to be supplemented with a deep understanding

of your needs that can only come from direct dialogue. It enhances our chances of bringing you the finest talent that can truly make a difference.\n\nCEO objection: Personnel / HR have that information / Job brief.\n\nTech Recruiter: I respect that HR might have a brief to offer that's suitable for conventional agencies. However, our approach involves directly engaging with candidates within the market. Our methodology is rooted in approaching potential candidates within the industry itself. This method greatly increases our

chances of sourcing candidates who might not be actively job searching, but who possess the exact skills and qualifications you're looking for. Their experience is a precise fit for your requirements, which goes beyond what a standard brief might capture.

Tech Recruiter: If you're open to it, I'd be more than happy to accept a brief from HR. However, I would appreciate the chance to reconnect with you afterward to fill in any gaps that would enable us to sell your role more effectively to the top talent available in the market.

Tech Recruiter (TR): Hi there, I appreciate you taking the time to chat. I understand you've been utilizing your own network for recruitment. That's a strategy many of my clients employ. I also believe that tapping into your existing contacts can be beneficial. However, as your business scales, the challenge of accessing top-tier talent becomes more complex. By collaborating with me and Rekall Consulting, you'll be able to tap into a pool of high achievers you might not have even considered, complementing your existing network.

CEO objection: Yeah, I think that's important. But I want to make sure we're getting the best people for the job.

TR: Absolutely, I'm here to ensure just that. In fact, I'm offering you a complimentary service that provides you with a selection of the top candidates available in the market today. You'll have the opportunity to evaluate these candidates alongside those from your network. Naturally, as a savvy businessperson, your primary goal is to secure the best fit for your team. If I present candidates who are head and shoulders above those in your network, wouldn't it make sense to consider them? However, if you're not convinced by the quality of the candidates I propose, there's no obligation to proceed. The decision rests entirely with you.

CEO objection: Okay, that sounds fair. But we do have an internal recruitment team in place.

TR: It's great that you have an internal team. In fact, many of my clients operate with internal teams as well. I'm more than willing to work alongside your team. From my experience, internal teams excel in specific areas of recruitment but might face challenges with more specialized roles or certain regions. This is where I can swiftly add value. I specialize in tackling challenging roles and focusing on regions that need a dedicated, expert touch. Additionally, Rekall Consulting offers services beyond candidate sourcing – we provide competitor and market analysis, valuable insights that can be integral during the hiring process.

CEO objection: I appreciate that, but we often work closely with HR for these matters.

TR: Understandable. While I'm happy to collaborate with HR, it's important for me to connect with you directly to gain a clear understanding of the type of candidate you need. As a proactive search organization, I thrive on positioning your value proposition in the market to attract top-tier talent. This requires insights that HR might not possess – insights that can only come from engaging with individuals who understand your organization intimately. Without the involvement of hiring managers, our chances of sourcing exceptional talent decrease significantly.

CEO objection: Well, HR does have the information and the job brief.

TR: I appreciate that HR might have a job brief,

but our approach is more direct. We're a search consultancy, which means we reach out to candidates directly within the market. The level of detail and understanding required to effectively present your opportunity to potential candidates goes beyond what's typically covered in a job brief. We're dedicated to ensuring that we effectively communicate your opportunity to the right candidates.

CEO objection: Alright, I'll keep that in mind. But we often keep an eye out for new talent even if we're not hiring immediately.

TR: I completely understand. It's wise to remain open to new opportunities. Just to give you a bit more insight into our approach – what types of roles have you found most challenging to fill recently, and how have your internal teams handled them?

CEO objection: We do have preferred suppliers we work with for our recruitment needs.

TR: That's understandable. Many companies have preferred suppliers lists. However, Rekall Consulting has often come into play when the existing suppliers haven't delivered exceptional talent. We've engaged with the same talent as traditional suppliers but with a unique approach that resonated with them. I'd love the opportunity to showcase how we can bring immediate value. Once you've seen the results, we can discuss the possibility of Rekall Consulting becoming part of your preferred suppliers list. What specific qualities are you looking for in your suppliers?

CEO objection: And what about fees? We usually pay around 15%.

TR: Rekall Consulting operates as a Search Consultancy, which involves a more thorough

process. We actively seek out the best talent in the market, involving a comprehensive process of mapping the market, targeting potential candidates, and engaging with individuals within organizations to ensure the highest quality. Additionally, our services can include competitor and market analysis, providing valuable insights during the search cycle. This approach ensures that the caliber of candidates we provide is exceptionally high. I'm confident that once you see the value and benefits our candidates can bring to your business, you'll see the worth in our fee structure.

CEO objection: Well, I don't know if we're ready to hire just yet.

TR: I completely understand your position. However, may I ask how this position has come about? Understanding the context can help us identify how we might be of value in the future. Also, could you share how many open positions you currently have headcount sign-off for?

CEO objection: We're looking to expand into new territories.

TR: That's exciting! Expanding into new territories often comes with unique challenges, including finding the right talent to support growth. Our specialized approach can be particularly valuable in these situations. Would it be possible to discuss your expansion plans in more detail to

The tech recruiter will need to evidence and provide credible answers to you on one of the below if not all to get you to agree to a scheduled call to discuss an agreement of contract:

- (1) Their time to hire, how long does it take to find, interview, present a shortlist of candidates, and then get them signed/resigned and onboarded
- (2) What is the failure rate of candidates they have placed in the last 12 months, i.e. how many candidates have they placed that didn't work out
- (3) Identify names of people or companies they have worked with that are relevant to you and your business. Have to consider GDPR here in answers.
- (4) How many candidates are presented per role, and how does the recruiter ensure they are a cultural fit and also the right candidate for the role presented? Success here can be evidenced by the length of time their candidates typically stay in roles that they have placed them into.
- (5) The cost, you have worked previously at 15%, the recruiter will need to

really demonstrate their expertise to get you to agree to anything more than that. Don't prompt you are willing to pay more, make them work for it.

(6) You always have 3 months full 100% rebates, why should you make this agreement any different?

(7) You usually work with 2 or 3 agencies to make sure you cover all basis but can be persuaded to work exclusively if the story and the evidence is compelling enough. Don't give that information away though, wait for the tech recruiter to suggest exclusive agreements.

Please take all of the above into consideration when preparing your responses and be as challenging as you can, if you feel there has not been enough evidence presented or enough credibility, thank them for their time and close the conversation

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{ "role": "user", "content": "Hi my name is Will and I am a specialist recruiter in your market" }, { "role": "assistant", "content": "Hi Will, thanks for reaching out. What can I do for you today?" }, { "role": "user", "content": "I want to talk about recruitment" }, { "role": "assistant", "content": "Sure, I'm open to discussing recruitment. Can you provide me with more information about your expertise and how you can help my company?" }, {
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"role": "user", "content": "yeah sure" }, { "role": "assistant" }, { "role": "assistant", "content": "Great, I'm listening. Please go ahead and tell me more about your expertise and how you can assist with recruitment for my company." }, { "role": "user", "content": "Let's arrange a call to go into more detail at a time that suits you" }, { "role": "assistant", "content": "Before we schedule a call, I'd like to understand more about your experience and how you can add value to my company. Can you share some examples of successful placements you've made in the past?" }, { "role": "user", "content": "I can do that on a call, let's do that" }, {
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{ "role": "assistant", "content": "I appreciate your eagerness to discuss further, but I would like to have a better understanding of your expertise and track record before committing to a call. Can you please provide some information about your success rate in terms of time to hire and the failure rate of candidates you have placed
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in the past year?" }], temperature=0.5, max_tokens=200, top_p=0.5, frequency_penalty=0, presence_penalty=0)

Let's get the landing page built, use an AI Avatar to promote the service and test the demand, make it available in as many languages as possible and test demographics

Introducing RekBot: Your Future-Ready Recruitment Companion! ✨ Step into a new era of recruitment excellence with RekBot – the AI-powered partner that seamlessly blends timeless expertise with cutting-edge technology. Whether you're a newcomer eager to thrive, a seasoned pro seeking to soar higher, a leader aiming to inspire, or a visionary business owner with growth ambitions, RekBot is here to transform your journey. Experience personalized training, real-time insights, and strategies that align with the evolving landscape of recruitment. Join RekBot and elevate your success to new dimensions! 🌟🤖

Landing page, 'I am a...' User Profile 1: New Starter with No Recruitment Experience Pitch: "Embark on Your Recruitment Journey with Confidence! ✨ Are you eager to step into the dynamic world of recruitment but lack experience? Look no further – RekBot is your dedicated mentor, ready to guide you at every step! Our intuitive app combines years of recruitment wisdom with cutting-edge AI technology. RekBot offers real-time, personalized training that adapts to your schedule, whether you're at home or on the go. Imagine having your own pocket-sized recruitment expert available 24/7. RekBot will walk you through the intricacies, ensuring you're equipped with the skills to succeed. No experience? No problem. RekBot's AI-Trainers provide insights, strategies, and techniques that align with the evolving recruitment landscape. Get ready to thrive in your new career with RekBot by your side!" Snippet of video User Profile 2: Recruitment Resourcer or Consultant Looking to Earn More Money Pitch: "Unlock Your Full Earning Potential with RekBot! 💰 As a dedicated recruitment resourcer or consultant, if you're hungry to turbocharge your income, RekBot is your ultimate ally! Our innovative app seamlessly merges years of recruitment expertise with cutting-edge AI capabilities, and it's tailored to fit into your bustling schedule. Imagine this: RekBot, your personal mentor, guiding you towards becoming a recruitment virtuoso. It's not just about constructing powerful call lists or handling objections – RekBot empowers you with personalized training to optimize your income. Rise to the pinnacle of the industry, armed with skills that set you apart. But there's more. RekBot doesn't stop at optimizing your calls – it guides you towards super efficiency, transforming your candidate calls and business development (BD) calls into potent opportunities for financial growth. Master the art of time management, elevate your call strategies, and refine your approach to maximize your earnings. With RekBot, you'll not only sharpen your skills but also unlock the door to financial success. Let RekBot pave the way to your financial triumph!" Snippet of video User Profile 3: New Team Leader or Established Leader Aiming for More

Pitch: "From Team Leader to Visionary Leader – RekBot Has Your Back! ✨ Whether you're stepping into your first leadership role or you're a seasoned leader aspiring for greater team success, RekBot is your guiding light to realizing your leadership dreams! Our revolutionary app seamlessly merges recruitment wisdom with AI prowess to offer you a transformative leadership journey. As you navigate the transition from biller to billing manager, or if you're focused on driving higher team sales, RekBot's insights and strategies stand ready to guide you. But that's not all – RekBot delves into a rich tapestry of topics. You'll master the art of building and nurturing your team's culture, and with RekBot's support, you'll confidently handle employee situations through managerial self-assessment, ensuring thoughtful decision-making. You'll stay attuned to your team's pulse using the Manager Sanity Checklist, maintaining a harmonious and productive work atmosphere. For those challenging 'difficult' but 'talented' individuals, RekBot equips you with the skills to harness their potential. Seamlessly onboarding new team members? RekBot ensures a smooth and effective transition. Plus, RekBot helps you crack the code of billing and managing simultaneously – often considered the toughest role in recruitment. It's a game-changer, enabling you to reclaim time for billing while empowering your team to

contribute more. Imagine the possibilities! Elevate your leadership skills, empower your team, and usher in a new era of success. RekBot propels you from mere leader to visionary leader, equipped with the knowledge to transform teams and drive results!" Snippet of video

User Profile 4: Business Owner Pitch: "Scale Your Recruitment Business with Ease – Thanks to RekBot! 🚀 As a business owner, your pursuit of seamless scaling is about to meet its perfect solution – RekBot! Our game-changing app redefines the landscape of your operations, fostering a culture of growth and mastery within your team. Say goodbye to the turbulence of inconsistent onboarding and training challenges. But the benefits of RekBot don't stop there – it's a growth catalyst unlike any other, offering insights drawn from tried-and-true scaling methods, now supercharged by AI. Dive into a treasure trove of topics, including the craft of effective scaling strategies, outsourcing tasks that sap your revenue, mastering the intricacies of financial management, and transforming into a cashflow powerhouse. No matter if you're steering a one-person startup or leading a rapidly scaling enterprise, RekBot

imparts lessons that can drive you to unparalleled profitability and scalability. These newfound strengths enhance your appeal to investors and potential buyers alike. But let's take it a step further. RekBot is poised to become your business's secret weapon by generating AI-powered onboarding programs for new hires. Imagine consistent, effective onboarding that leads to quicker ROI from your fresh staff members. With RekBot in play, you'll not only scale intelligently but also ensure that your team grows with a solid foundation. Don't let your business's potential be tethered by time-consuming tasks. Let RekBot be your guide toward freeing up your time and scaling with precision. Embrace the transformative power of RekBot and witness your business flourish in ways you once only dreamt of!"

Snippet of video

User Profile 5: Talent Acquisition Consultant Pitch: "Elevate Your Talent Acquisition Consultancy with RekBot! 🌐 In the fiercely competitive realm of talent recruitment, standing out as a Talent Acquisition Consultant requires a multidimensional approach. RekBot grasps this challenge, which is why it seamlessly melds years of industry wisdom with cutting-edge AI capabilities to revolutionize your consultancy strategy. While RekBot continues to refine your sourcing strategies and enhance your candidate engagement techniques – the cornerstones of its power – it also equips you with a broader skill set to thrive as a consultant: RekBot empowers you to harness data-backed insights for better-informed recruitment choices. This translates to strategies that seamlessly align with evolving market trends. Nurture a strategic mindset with RekBot, enabling you to craft and execute recruitment strategies that impeccably align with your clients' overarching business objectives. Shift your stakeholder approach from 'jump-and-respond' to cultivating a consultative partnership. RekBot guides you in building interactions that are meaningful, impactful, and geared towards collaboration. With RekBot's guidance, forecasting accuracy becomes your forte. Develop precise projections that steer your talent acquisition efforts with unparalleled precision.

And there's more – RekBot's capabilities extend beyond insights and strategies. Imagine harnessing its AI power to create bespoke onboarding programs for new team members. These programs not only expedite integration but also ensure a positive candidate experience right from the start, guarding against pitfalls that can mar a candidate's initial days at your company. RekBot isn't just an app; it's your partner in consultancy excellence, propelling your talent acquisition journey toward unprecedented success. Incorporate AI-powered insights, strategies, and a comprehensive skill set into your consultancy repertoire. Embrace RekBot and elevate your consultancy game to new heights!" Snippet of video GIFs giving feedback. I.e. if its good pick a GIF of like 'clapping well done' Answer these questions:

What the unfair advantages we have? Does my network give quick market access?

Influencers/founders/podcasts What are the key problems I'm trying to solve? How are we unique, why would someone pay and what would they pay? Validate the idea Evaluation phase Pricing: Do people pay for level 1, 2 and 3 Do they pay monthly for ongoing and all access to each level as they progress Can they build their own training cart and be charged based on what they actually want. They get it for a limited time this way. Subscription per user for onboarding as and when needed. One off fee. Onboard my new started for like \$100, 1 week, then they have to pick a way to love forward using the app Create AI landing page:

<https://www.mixo.io/>

Not far off tech: <https://www.youtube.com/watch?v=z6z-TqPYoqc> Text to speech: Speech to video:

<https://www.d-id.com/> Synthesia <https://elevenlabs.io/> SpeechKI plug in? No-Code AI Avatar:

<https://overment.gumroad.com/l/avatar?ref=theresanaiforthat> Git suggestions:

<https://diassadykov.substack.com/p/i-built-an-ai-avatars-generator-using> <https://www.parallaxai.app/> Apple's Neural Engine? <https://www.youtube.com/watch?v=8MV2mjjQFSU&t=26s> <https://callannie.ai/call>

<https://huggingface.co/spaces/JavaFXpert/Chat-GPT-LangChain> Fiverr?

Check out this great Gig I've got from #fiverr <https://www.fiverr.com/s/3l8yex> Check out this great Gig I've got from #fiverr <https://www.fiverr.com/s/pNd90o> https://youtu.be/jC4v5AS4RIM?si=qU3GerIk_nfPo8Kd

How can images or short video examples be integrated into the training? I.e. show along to what is being trained to give context/examples/visuals. - Can the showme plug in be used? Creating content assistant: ChatGPT plug ins (Beta features/plug ins/switch on) Link reader Video insights Ask your PDF (maybe for the Redume scanner?)

Show me

Commuter Version: reduced app version for offline: Quizes Conversation downloads (where they have practiced, listen back) Unable to copy and paste anything from the app/website Resourcer level 1 - have to pass shit to get to next training course, Dripify style Etc TA Level 1 employer branding; social activities BD level 1 https://youtu.be/oi7bnS8uyJM?si=_fSkDtPV0PA34hXr "Customize your interactions with ChatGPT by providing specific details and guidelines for your chats. Whenever you edit your custom instructions, they'll take effect in all new chats you create. Existing chats won't be updated." Platform recognises the user and calls him/her by name, sending notifications of milestones like first week, 1st month and probation pass. Also suggests/reminds via push notifications that training is outstanding (Duolingo style). Creates a completion % of training modules that managers can log into. Recognises persons voice or face so people dont buy one licence and use it for the whole office What can be made available offline? Languages: Can ChatGPT translate into all languages? Content: interactive quizzes, podcasts, articles, and more. Must cater to different learning styles and preferences to keep users engaged. Personalized Learning Paths: Provide users with customized learning paths based on their goals, skill levels, and interests. Personalization enhances engagement by making the content relevant and tailored to each user. Assess goals: short term, mid and long term Ai onboarding: Client Portal login and Candidate portal log in Client login in: Checklist of duties and activities they have to complete, can see candidate progress

Client has to provide: Expectations of manager/company set - probationary pass expectations set.

Daily/weekly/monthly/quarterly targets. Incentive plans. Key hints and tips from some of the companies top biller/s. HR policy/company handbook/commision - how/when/payday/pensions+benefits. Link to CRM/ATS system training videos, usually available on Youtube or on their website. Candidate log in: below What makes a good recruiter, mindset, attributes, What a day looks like as a good recruiter, CRM use, Company info/USP,

Customers, market they are in with key trends etc, expectations of manager/company set and understood - probationary pass expectations set. Daily/weekly/monthly/quarterly targets. Incentive plans with calculator to show what can be earned + all benefits available. All HR policy. Meet colleagues virtually if not office based. How to structure yourself for success, daily, hourly, weekly. Key hints and tips from some of the industries top billers. People need to enter to generate a 'about me' so candidate can learn the value prop of the company they work for: • Company URL • Geographies serviced • Industry recruiting for can you give me an overview of the XYZ recruitment space in the 'Geography' • Type of candidates delivered: Perm, Contract, Term Question to ask ChatGpt: what are some of the key challenges in identifying 'Perm/Temp/Contract' drivers in the XYZ industry that a recruiter might find: • Company LinkedIn • Link/copy and paste to any content prompting the company/services • Testimonials of clients or candidates link or copy/paste • Link to clients page/or provide URL • A written transcript of the value proposition of the company and why someone would use their services from the owner. Can even be a brain storming, ideas page that ChatGPT turns into something useable if client doesnt have that ready. "Dont have that ready, ok just tell me in your own words why someone would use your company, what makes you unique" Or manually input the above ChatGPT to make a summary of all the information at the end and create an onboarding sheet specifically for that person in that company using that information and make it available offline: Create onboarding quiz Ai training:

Microlearning Modules: Break down lessons into bite-sized modules that users can complete in short time frames. Microlearning allows for quick, focused learning sessions that fit into users' busy schedules. Short sharp shark tank training.

1. Quick fire BD objection handling Easy/Medium/Hard
2. Random question round
3. Time management quiz - based on <https://harver.com/blog/time-management-strategies-for-recruiters/>
- 4.

Recruiters new & old: • BD: perm, contract, temp. Negotiation (Tone of voice, tempo) • Selling a CV - Taking a CV to market • Selling on value • Routes to cash and how • What can be automated/outsourced

• Resourcing: also links to chatGPT to give variants of Job titles, key words, target companies, create interview questions (based on industry/geography given in onboarding section) and what answers to look for, cultural and hard/soft skills. • The recruitment process explained: • What makes a good candidate • The bullshit radar • • Know your Client and Candidate: Question for ChatGPT: what is the client/candidate landscape in the recruitment industry for XYZ • Writing Job Ads: Can we program ChatGPT to write job ads based on some metrics? Can we create a template that can be populated by the candidate or the hiring manager that identifies the key points needed by the resourcer when interviewing a candidate? Input/parse JD and it auto creates an interview criteria? What are the key selling points hiring managers latch onto when agreeing to interview a candidate in your space? Can ChatGPT create a question per the above? I.e. Sales Interview Question: can you make some interview questions that will identify a candidates experience or ability with • Tech Sold Relevant: Departments Sold to: • Clients in the last 12 months where deals he/she has closed: • Tenure in last 3 roles + reasons for leaving: • Startup Experience Building from Scratch:

• New Logos won with no SDR/Lead Supprt involvement: Answers: Certainly, here are some interview questions that can help you identify a candidate's experience and ability in the mentioned areas: Tech Sold Relevant: Can you provide examples of the technical products or services you've sold in your previous roles? How familiar are you with the technical aspects of the products/services you've sold? Can you give us an example of how you explained these technical details to a non-technical client? Departments Sold to: Which

departments within a company have you successfully sold to in the past? Can you share your approach to tailoring your sales pitch to different departments? Can you provide a specific instance where you successfully sold your product/service to a challenging department? Clients in the Last 12 Months: Could you tell us about a recent deal you closed in the last 12 months? What challenges did you face, and how did you overcome them? How do you maintain relationships with clients after the deal is closed? Can you provide an example of a client you've successfully retained? Tenure in Last 3 Roles + Reasons for Leaving: Can you walk us through your last three roles? What were your responsibilities and achievements in each role? What prompted you to leave your previous roles? Can you describe your decision-making process when evaluating new opportunities? Startup Experience Building from Scratch: Have you worked in a startup environment where you had to build a client base from scratch? How did you approach this challenge? Can you share a specific example of how you contributed to the growth of a startup? What strategies did you implement to attract clients? New Logos Won with No SDR/Lead Support Involvement:

Have you been able to win new clients without the support of a sales development representative or lead generation team? Could you share an example? How do you identify potential clients and initiate contact when you don't have the support of pre-generated leads? Remember, these questions are designed to assess a candidate's experience and abilities in specific areas. Adapt them to the role and context of your organization's needs.

Hard skills: ? Soft skills: Language/communication skills/? Experiences: Reason for leaving/salary/notice period/benefits/etc Question for CHatGPT: what is the basic information needed to write a good, D&I inclusive job description in the XYZ industry

- How to use LinkedIn/recruiter: <https://vengreso.com/blog/what-is-linkedin-recruiter> • Building call lists and being prepared for the day ahead of the day. PPPPP • Messages that attract a response: • Boolean searching - <https://dripify.io/boolean-search-on-linkedin/> • The art of nurturing leads • Xray searching <https://resources.workable.com/hr-terms/what-is-google-x-ray-search> • Xing Germany • The conversion machine leads to conversion - Jobs/candidates • Nurturing business introducers • NPS & introducer programs • Job boards, how to use/post/find (Make them country specific) • Social media advertising • Personalised Email outreach • Automating LinkedIn via dripify (affiliate link) • How to build desk plans: use my guide • How to build BD lists: Use my guide • Time management: doc created • Mastering Productivity / Efficiency • Negotiating terms and what to make sure your agreement covers • Podcasts in recruitment • Blogs and articles relevant to recruitment • Make a quiz • The multiple vessels to win a new client • Working with a Consultant as a Resourcer • Getting a Clear Perspective On a Project - Gold job hunting • Selecting the right customer - your avatar • Key Accounts and RPO Business Development • Service Models Perm • Cointract Augmented Teams / SoW • Working with a resourcer or offshore delivery team • Why would a candidate reject the offer • Prepping Candidate • Taking Candidate feedback • Interview Feedback from Clients
- Killer questions and how to ask a client for KQ's and how to cover them quickly with your candidates. • how to get the most out of events, celebrations, job changes, etc on linkedin • Being seen as credible/the authority so the hiring managers respect your calls • Data driven decision making • How to accurately forecast candidate pipelines (follow on from bull shit radar and proper qualification of candidates) • How to pipelines sales/BD pipelines • Managing PSL/suppliers • Using google alerts, otta, <https://salesbluebird.pallet.com/jobs>
- Find your lead source • D&I guide • Schedule interviews Calendly • Client Management • Candidates process management • How to pitch retained • How to pitch RPO • How to pitch SoW / Staff augmentation. • Webscraping tools

Recruitment Leadership training: New managers or even established managers upskilling • The Team Management playbook: Building your team/culture • Managerial self-assessment prior to acting to remove an employee • Manager Sanity Checklist (have our finger on the team pulse) • Managing a 'difficult' but 'Talented' individual.

Complete my investment guide, set up a business plan as if you were trying to get investment. Then pitch it to someone if you need investment or not! Find the gaps before the gaps find you Hiring: What does your dream team look like? Detail each role, their desk industry/roles, the skills/culture of the person, the JD, expectations, Accountability: assess How are we accountable in management/leadership PI testing new applicants with this platform and internal teams and then suggesting training/look outs on the back of results.

Building and Scaling a Recruitment business: How to build your niche/build your desk How to build targets/forecasting/budgets Candidate or client lead market? Do a happiness score now of what the ownership looks like and then create a scenario in time of where you want to be, this plan is recorded over time to get there. Revenue goals Consistency goals Systems ? Build a self assessment score card: on where someone is spending their time, reviewing own performance vs goals (money making plan), ones own niche/ideal target client/candidate, how well systemised are BD process/is there a step by step guide/training, is the market mapped. How automated is your lead gen machine? How effective are you at pitching/identifying/convertting candidates or leads. Spiradic or locked down. Conversion: how clear and confident are you in screening candidates/clients, how well documented is this process. Chat system or documented/scripted process. How clear and confident are you winning retained/exclusive/RPO business. What are your metrics? 80/100%? Exclusivity on candidates/Clients? automate/delegate - how future proof is your business. Would your business operate without you, do you have more than 8 weeks cashflow in the bank, are you inconsistent with revenue? Can you predict the next 6 months revenue? Build a FIFA style spider diagram on an owners current situation. Aiming for a balanced triangle. Info based learning: Experiential learning: What kind of leader are you or do you want to be:

1. The business revolved around you - you have no time, you have cash but are a slave to the business
2. Chief of Everything - you have some systems in place and processes that others have implemented for you, its your idea but you totally outsourced it. You are the conductor so you cant play all the instruments, nor can the band play without you Do you want a business based on: ! Quantity: lots of jobs/candidates/desks/niches - 10/15% fees, transactional business
3. Quality focused, niche/expert player Have to complete the desk strategy per desk but have to have one for the overall business

Building systems that do more for less work:

1. Leads Attraction machine - how to attract leads for candidates and clients
2. Conversions into - Gold jobs or most valuable candidates
3. Fulfilment machine - service delivery
4. Economic delivery - back office outsource but understand it Because we have clients and candidates we need two vessels to growth. Candidate growth / client growth Make it a weekly challenge and give points/awards/rewards for ticking boxes • 1 man band • 2-10 • 10 - scale • Scale to sale What is the clutter in your business you can get rid of? What shit is someone elses gold? Can you afford to give them your gold? BD functions Delivery functions Accounting Prep/Admin Marketing Job descriptions downloadable: • You as the leader - Alison gave me JD • Second in command - delivery person to scale with BD team or Delivery team • Sales/Admin/va - person • Marketing person • Back office

• Big push on outsourcing shit tasks • Your business is a reflection of your systems, processes and procedures. What are your limiting beliefs? 1) Tasks to give up:

1. I dont trust anyone to do the job like me
2. I dont have time to hire, train, coach, manage
- 3.

• Building a brand & Marketing for recruitment • How to price appropriately • Finances, accounting - invoice discounting/factoring/invoice financing and their charges/debentures pro's and cons/put client invoice in savings aaccount until rebate passed/umbrella providers and their charges/banking charges/payroll companies and their charges/back office support service and their charge/accounting

companies services and charges - try to learn to do as much or understand as much of this as you can! Overall training Summary: Question to ask ChatGPT. "As a recruitment business owner, why is it important to understand -> topic and question 2: how can i implement it day by day or week by week to ensure success without giving myself too much work to do. Question 3 if I was to oursource this to a specialist how best should I manage that • Management information detailing the company's income and expenditure • Aged Debtor Reports • Monthly, Quarterly and Annual Profit & Loss • Preparation of Trial Balances • Preparation and maintenance of Balance Sheet • Quarterly VAT • Management of contractor payroll through an Umbrella company • Management of Factoring account • Monthly reconciliation of factoring account • Credit Control including Statements / Reminders & NBA sent to customers • Internal payroll through company PAYE • New customer communication/Setup • Annual communication with accountant's queries/support Weekly Tasks • Weekly receipt of proof of sales • Weekly receipt of proof of purchases and receipts • Weekly data entry of all sales invoices • Weekly data entry of all purchase invoices • Weekly credit control to be conducted • Weekly reconciliation of bank accounts • Weekly credit control report • Weekly compliance check of timesheets received • Weekly raising customer invoices • Weekly submitting and communication with umbrella company • Creating a commission structure • How to attract talent • How to retain talent • Creating HR policy and procedures • Insurances • GDPR/compliance • Preparing for a recession (rock the recession) • Strategy/planning (blue ocean strategy) • How will you train and develop your staff to ensure success • Your Terms of business Affiliates page Recommend this page to someone get paid: Become and affiliate <https://www.postaffiliatepro.com/>

Our affiliates: Linkedin automation

1. Dripify
2. Candidate flow? Email Campaign Builder: <https://getluna.dev/ambassador-partner/> AI introductions: Referral-ai.com CRM System: Video Messaging Platform: Loom Marketing: Rekall Marketing Xero Who sells it: Affiliates/social media R2R Alison/Katie/Kellie Marketing: P2C - Youtube/Facebook/inta/twitter/