



H R e c r u i t m e n t

Introducing GO-WIN! This is a brand new initiative between WINBC and GO Recruitment to help WINBC members solve their longstanding Recruitment and HR challenges.

### Overview

GO WIN! is a joint-venture initiative between GO Recruitment and WINBC. It is designed to help WINBC members find, build, nurture and stimulate their human capital by offering relevant and reputable human resource and recruitment services.

GO WIN! is a year-long initiative that is composed of: two four-month mentoring programs, HR seminars and HR workshops. There is no cost to WINBC members to participate in any of these programs and taking advantage of one service does not exclude you from another. WINBC members also get preferred rates on GO's recruitment solutions. GO WIN! was designed to help WINBC members deal with their recruitment and retention issues, as well as help individuals to find suitable positions with wireless companies in the region.

**Free mentoring** – For 10 hours a month over 4 months, a GO Recruitment's HR specialist will spend time with selected companies, either by phone consultations or on site. They will be there with advice and practical help for all HR functions. It's like having a mobile "VP of HR" on your team – but with no fees or salaries!

**Free HR seminars** – In these seminars, companies and individuals can get answers to their questions about HR issues and problems, such as management training, continuity plans, compensation levels, exit interviews, terminations, engaging your teams, and more.

**Free HR workshops** – These are more practical, hands-on sessions where managers and individuals can receive help on effective ways to conduct exit interviews, resolve disputes; how to read a resume – and how to write one.

**Preferred rates for recruitment services** – Get access to a variety of recruitment services no matter if you need a complete turn-key recruitment team, an experienced recruiter to complete a single search, or assistance offloading any individual components of a search or Post-Hire process.

### How does it work? And when does it start?

There is no cost to participate. There will be two four-month sessions each with space for 5 companies. The first session will begin on March 16, 2009. Submit your application before March 3, 2009 to be considered for this first session. The second session will begin in September.

The deadline for applying to the mentorship program is **March 3, 2009**. Fill out and submit an application today by visiting:

[www.winbc.org/files/gowin/index.html](http://www.winbc.org/files/gowin/index.html)



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## Programs

### I. Mentorship Program

Sharing ideas, offering advice, and building world-class companies are the motivations behind the Mentorship program. GO Recruitment will help you implement best-practices and build a successful, people-oriented organization. Companies selected for mentoring will be matched with a GO Recruitment consultant and will get 10 hours a month for four months of on-call or on-site support and advice. This specialist in technology sector HR will mentor you in recruiting, training, and retaining new hires, managing day-to-day HR affairs -- even handling terminations with the greatest fairness and least stress possible to all concerned.

Key selection criteria include:

- Company size: the program is aimed at small to medium-sized WINBC member companies (~30 people or less).
- Company age: the program is aimed at companies that have been around less than 5 years.
- Current access to HR: aimed at companies that do not have formal or dedicated HR personnel
- Commitment: aimed at companies willing to make HR a priority.

### II. HR Seminars and Workshops

For those companies interested in a less involved relationship with GO Recruitment but who still want to capitalize on GO's experience, a series of free workshops and seminars will be offered to members on a quarterly basis.

- "What are the risks and guidelines when it comes to termination? Can you help?"
- "I have a team of technical leads and now I need them to become managers. What next?"
- "Morale is down. How do I revive the morale so that people focus on the purpose? "
- "How do I set up a business continuity plan should a key person leave the organization?"
- "What is the compensation level for this role in the market?"
- "My exit interviews are really surprising. What went wrong?"
- "We say we want teamwork, but where do I start?"
- "Is my team engaged, are they looking to leave?"
- "Why are these two people always getting into conflicts?"

Seminar notices will be sent to your mobile device at least 30 days from each seminar date. offered to members on a quarterly basis.

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### III. Recruitment Solutions

Offered at preferred rates for WINBC members, you can take advantage of GO's flexible, scalable, and high-touch recruitment solutions. Whether you are looking for a complete turn-key recruitment team, an experienced recruiter to complete a single search, or assistance offloading any individual components of a search or Post-Hire process, GO Recruitment can provide your company with a valuable solution.

## Why GO Recruitment?

GO Recruitment is a Recruitment and HR consulting company that refines the art of finding the right people for technology companies. Five decades of collective expertise means they understand how to minimize the guess work and removed the inefficiencies in the Recruitment process. What differentiates GO Recruitment is their industry leading retention rate for new hires of 95% which means the matches they make result in long-term hires.

## Contact

Learn more about the GO WIN! program at [www.winbc.org/files/gowin/index.html](http://www.winbc.org/files/gowin/index.html)

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