

# Recruitment, Retention & Onboarding



In the race to fill staffing gaps, internal barriers too often cause unnecessary delays in recruiting, hiring, and onboarding candidates. As a result, it's likely that those gaps are being filled with premium pay rates, including agency and overtime.

That's where Novia can help. We objectively evaluate your internal recruiting processes, systems, and tools. We then partner with your HR leaders and other key stakeholders to make your recruitment and onboarding processes as efficient as possible. Together, we establish metrics and scorecards to monitor efficiency and effectiveness, which ensure leaders have the visibility they need to improve and maintain progress. The result: a more efficient, effective recruitment and onboarding process that ensures new staff are successful and add value to your team.

## Our Approach

For more than two decades, Novia has partnered with hospitals and healthcare systems to improve their efficiency, quality, and financial health. Today we continue to work with hospitals and healthcare systems to transform their human resource programs and policies they face, increasing competitive pressure in recruiting and retaining quality staff.

Every client project is overseen by a clinician and every project team comprises a project director responsible for ongoing client communication and subject-matter experts with immense knowledge, as well as established healthcare consulting experience. We begin each project with an assessment phase to identify opportunities to improve costs and efficiencies. We then vet each opportunity with you and together, we prioritize the opportunities and determine the project plan to achieve the results. Once agreed, we move into implementation phase.

All along, we remain focused on our core tenets:

1. We do good client work...every time
2. We assemble strong teams
3. We motivate our people for exceptional performance
4. We operate our business in a manner that ensures your future and ours

## Client Benefits



**Improve recruitment efficiency**



**Hire the right staff for the right role**



**Ensure new staff succeed**



**Reduce premium pay**



**Deliver quality care**



### Ready to Talk?

Contact Theresa Brandon today to discuss how Novia Strategies' Human Resource consulting solutions can help your organization succeed.

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