

LESSONS LEARNED

How does your company manage recruitment during times of particularly high growth?



John MacPhee
CFO,
e-Dialog

Because we constantly acquire exciting new clients, we hire ahead of demand. To find fresh talent we are using some new tactics, such as blogs and social networking sites like Facebook.



David Platt
Managing
partner,
CCR

We recruit during high growth the same as any other time – by ensuring that we set high standards with employee programs (training/development, mentoring, benefits) and focusing on finding the best talent. We never sacrifice our standards to hire people.



Meira Primes
VP, FirstBest
Systems

We are rapidly growing, moving to our third office space in two years. We attract Class A talent through an intensive recruiting process called "Top Grading." We also tap senior-level contractors with deep domain expertise to manage demand.

■ **Next week's Lessons Learned:** What company outing works best for your company?
Send your answer in 25-30 words to gwalsh@bizjournals.com. Be sure to include a high-resolution headshot.