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# Navigate Sudden Employee Departures with Confidence

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In any well-functioning organization, sensible human resource departments should be well prepared for unforeseen events such as employee injuries or sudden resignations. However, many companies find themselves ill-equipped to effectively train their staff to navigate these challenging transitions.

At Hiring Solutions Group, we have encountered numerous small businesses struggling with overwhelming external changes that hinder their ability to plan. The planning process can be daunting for many, prompting overwhelmed individuals to seek assistance in setting up a solid framework.

The departure of a team member without warning often leads to shock and uncertainty. Questions may arise, such as, "Will I be held responsible?" or "Why didn't anyone anticipate this?" and "I thought I knew the team well, why wasn't this communicated to me?"

How can organizations weather such storms? While some companies resort to temporary staffing agencies to fill the gap, these agencies often fall short for several reasons. Firstly, they lack intimate knowledge of your company's inner workings and prioritize short-term solutions with minimal effort, as temporary placements typically last only a few days or weeks. Secondly, their understanding of candidates is limited unless they have placed them previously, and even then, their knowledge is limited to their performance in that context, without comprehensive assessments or deeper conversations as we conduct.


Our alternative approach involves leveraging the expertise of niche market specialists who can seamlessly step in and facilitate a smooth transition for the incoming hire, surpassing the performance of the previous employee. Unlike temporary agencies, we prioritize understanding your company's unique dynamics and ensure a comprehensive fit.

Our dedicated SMART team members, a select few of whom are featured on our website, work diligently to enhance your existing game plan or develop a tailored strategy to ensure the success of the new hire. According to SHRM, this approach leads to an impressive 87% success rate and longer retention periods during the onboarding process.

Once robust systems are in place, organizations can achieve remarkable levels of success, thanks to the strong foundation laid. Moreover, this approach has consistently proven to lower the overall cost of new hires over a ten-year period, delivering significant long-term value.

## **Hiring Solutions Group**

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