



STRATEGIC TALENT ACQUISITION ROUNDTABLE

The Strategic Talent Acquisition Roundtable (STARroundtable) is a membership-driven community of corporate and organizational recruiting and staffing leaders working together to improve and enhance their own internal recruiting and staffing capabilities.

STARroundtable
P.O. Box 41446
Long Beach, CA 90853
(877) 201-STAR
(7827)

www.STARroundtable.com



The regional networking and benchmarking community for corporate recruiting and staffing leaders.

STARroundtable Membership

Membership in STARroundtable is by invitation or nomination from a current member. Currently, STARroundtable operates in **Southern California, Pacific Northwest, and Great Southwest/Dallas**. Membership is limited to organizations based or having significant operations and recruiting and staffing functions within each individual region. Members may come from any size organization, but typically come from large and mid-sized organizations who have a full-cycle, recruiting and staffing function. Small organizations are welcome as well. Generally, small organizations with a full-cycle, recruiting and staffing function are very valued to the conversations for their unique viewpoints. Organizations that are publicly traded, privately held, or headquartered outside of the US but have operations within the region are welcome to participate. In addition, public organizations (such as government agencies, educational institutions, etc.), are also welcome to the STARroundtable as long as they have full-cycle, recruiting and staffing functions and would add value to the overall membership.

Organizations that market or sell to the corporate or organizational staffing and recruiting function are not allowed access to membership. Specifically, as examples, this includes third-party recruiting firms (search firms, staffing agencies, etc.), recruitment media providers (job boards, and employment websites), recruitment technology firms, etc.



Although membership is by invitation or nomination, membership approval is democratic. Prior to a new member being invited to join the STARroundtable, the current membership of the roundtable is polled to gather acceptance. New members are invited based on the approval of the majority of current members. Because the STARroundtable is a “safe”, discreet, and completely open forum for sharing information, the membership is often restricted (based upon current members direction) to single organization representative in a particular business, industry, or vertical. For example, there may be several banks in a particular region that would be eligible for invitation to a regional STARroundtable. If there is already a member of the STARroundtable representing a community bank, other community banks who may be interested in/or invited to consider membership, may not be approved due to competitive issues. However, a commercial bank, focused on commercial lending...may be approved for membership because the current members felt comfortable with the competitive issues.

The local STARroundtable regional facilitator will mediate all membership approval questions and disputes, if any.

Typically, prospective members attend their first meeting in the roundtable as a guest (the STARroundtable provides their seat on a complimentary basis), pending approval by the rest of the current members.



Membership Benefits:

Comprehensive New Member Intake and Orientation: Upon approval as a new member, each primary representative participates in a comprehensive new member intake process with the STARoundtable regional facilitator. This intake session involves either an in-person or telephone meeting where comprehensive information about the member's organization, recruiting and staffing processes, team structure, etc. are discussed. In addition, the facilitator will drive deeply into organizational and individual leadership priorities for the member organization to be able to tailor the roundtable discussions and research for the future roundtable meetings.

Professionally Facilitated Quarterly Roundtables: Each STARoundtable region hosts a "three-quarter day" (8:30AM-3:00PM) each quarter (four per year). Each member is allowed one primary representative and up to three additional representatives in their membership. Attendance at each roundtable is limited to 30 participants. Primary representatives receive priority seating, and seating for additional representatives are on a space available basis. Typically, these programs are hosted by a STARoundtable member organization at their facilities or in a high-end, executive conference center environment aligned to a premier university or academic institution.

STARoundtable Resource Binder: At each quarterly roundtable meeting, each participant will receive a STARoundtable Resource Binder with hard copies of all materials and research being discussed during that roundtable. All materials are also available in soft-copy via download in the STARoundtable Library.

STARoundtable Handset: Unique to the STARoundtable quarterly roundtable meetings is the use of high-tech, audience response handheld technology: *The STARoundtable Handset*. Throughout the roundtable, facilitators and presenters will ask questions requiring the use of the STARoundtable Handset. Responses are immediately, and wirelessly transmitted anonymously for the entire group to see. The use of the handheld technology throughout the workshop increases the learning experience for the participants.

The use of the STARoundtable Handset allows your facilitators and presenters the ability to:

- Drive the conversation and discussion based on anonymous responses.
- Gather "unbiased" and anonymous responses then share what the group is thinking for immediate feedback and group discussion.
- Turn data gathered during your session into valuable research information
- Gather data and align with participant demographics.



More Membership Benefits:

Staffing.org Leader Membership: Each primary STARoundtable member receives membership in Staffing.org as a Leader Member. Staffing.org is a professional services organization focused on improving HR performance. Staffing.org's ever growing constituencies consider Staffing.org to be the "best" and "most honest" source of performance based information about people and work. Included in this package are: online access the Staffing.org resource library, the Staffing Metrics Toolkit, the annual Recruiting Metrics & Performance Benchmark Report; and all Recruiting Time reports, Staffing benchmark reports, and other published indexes and research. Plus 2 books available from the Staffing.org library of the members choosing. (an over \$1000 value)

Journal of Corporate Recruiting Leadership: Each primary STARoundtable member receives a subscription to the Journal of Corporate Recruiting Leadership. The Journal is the only publication of its kind designed specifically for senior-level corporate leaders who oversee and have responsibility for their organization's recruiting function. This journal is unique: It's written for corporate recruiting leaders who are managing teams of staffing and recruiting professionals. It's written with business in mind, not divorced from company goals as so many trade publications are. In every issue, leaders share practical, independent advice and expertise based on their own experience and know-how — no sales pitches or unrealistic commentary. Published 10 times annually.

ERE Media Benefits: Each STARoundtable primary member receives a discount code for a valuable discount on purchases from ERE Media including research reports, publications, and the famous ERExpo events. The Electronic Recruiting Exchange (ERE) has grown to become the preeminent source of information and networking opportunities for recruiters and HR professionals on the Internet.

STARoundtable Library: Each STARoundtable member has exclusive access to the STARoundtable Library, an online, password-protected library of downloadable tools, templates, research, and other resources developed by STARoundtable facilitators, researchers, or STARoundtable members.

STARPolls: Participate in regular research surveys on issues related to corporate recruiting and staffing leadership and share in the results. A limited number of customized STARPolls may also be commissioned by members on subjects or topics which are immediately of concern within their organization.

Networking: Gain excellent access to your peers and members of the recruiting and staffing leadership community through in-person relationships at roundtable meetings as well as through exclusive online tools.

Member Directory: All members have private access to a powerful online database of all members from all regional roundtables. A comprehensive member biography is required of members, and this information is available for other members to access and learn about members on a more, in-depth basis.

Career Center: Access to career position postings and resume database for corporate recruiting and staffing leadership positions.

Event Calendar: Access a highly comprehensive list of recruiting and staffing-related events throughout the year.

Members Only Prices on STARoundtable public events: Receive a highly discounted members-only price on STARoundtable public events, such as the Corporate Recruiting and Staffing Leadership Academy workshop.

REQUEST MEMBERSHIP INFORMATION:

www.STARoundtable.com

Contact us for more information: (877) 201-STAR (7827)

info@STARoundtable.com