POCKET GUIDE: 3 STEPS TO A SUCCESSFUL STAFFING AGENCY SOFTWARE TRANSITION

AVIONTÉ

IN THIS GUIDE

Staffing professionals should always be on the lookout for products or services that will allow them to work better, faster and cheaper. In this day and age, having a software solution that powers you to the next level is crucial to maintain success in the staffing industry.

The right staffing and recruitment software is critical to your staffing firm, but with so many choices in the marketplace, it can be hard to know which one is right for you. An honest assessment of what you want to accomplish with your staffing technology will pay off in the long run.

By following the three steps in this guide, you'll be well on your way to a successful staffing agency software transition and a better future for your staffing firm.

STEP 1: AUDIT

Along with streamlining your operations, the right staffing software will help you identify great candidates and improve your follow-up, so you can remain competitive.

TAKE TIME TO AUDIT YOUR STAFFING FIRM SOFTWARE

The right staffing software should make your job easier, streamline your operations and prevent important tasks from falling through the cracks.

First, take the time to analyze your firm's needs and decide whether or not your current system is best serving them. A software solution that does not suit your business can become more of a burden than an asset to you and your staff. It should be addressing your most important needs. So, determine what those are and cater your evaluation to that.

While no staffing and recruitment software will be able to meet every item on your wish list, you should be choosing a provider that can help you to improve your unique business processes and ultimately, make your job easier.

Once you have a formed idea as to where improvements could be made, match those needs with what you value in a software provider. Look at how your provider values the success of its clients and whether those clients are sticking around for the long haul. If so, the provider likely has great customer service and support in place. If not, there may be cause for concern. Be sure to assess the value of the software for the price that you pay.

YOUR STAFFING SOFTWARE IS AN INVESTMENT.

MAKE SURE IT'S WORTH IT.

STEP 2: ASK

When purchasing a new staffing software platform, research is a must. But remember, online reviews are only a part of the puzzle and may not paint the full picture.

ASK AROUND

Check review sites and online forums for customer commentary. But remember, negative reviews are more commonly expressed online than positive reviews. With this note, nothing beats talking to people in your industry who already have the sfaffing software in place.

Request resources and ask for those whose business is similar to your own to increase the chance that it will be the right fit. Before you make the investment, chat with others that are using your current system as well as those who have switched to the new. Chances are, you will feel more at ease with the decision and will learn some tips and tricks for making the transition as smooth as possible.

Then, ask your team for their thoughts. Implementing a new staffing and recruiting software is a big commitment of resources – but can amount to huge payouts when you select one that you know will better suit your business needs, both now and in the future. A staffing software is only effective when it's used to its full potential – so find out from your team what they'd most like to see in a new system and how they feel it will maximize their efficiency. Ask them to divide their list into "must have" and "would like to have" and go from there.

This will help you know where to allocate time and what resources will be needed once you sign the contract with your new vendor.

SET YOUR FIRM UP FOR SUCCESS WITH AN EASY TO USE STAFFING SOFTWARE & PROVIDER THAT IS MOVING TOWARDS THE FUTURE.

STEP 3: PLAN

The most time-intensive part of adopting anything new at the workplace is training your team to use it most beneficially

CONSIDER YOUR TECHNOLOGY TRANSITION

Be proactive in navigating the learning curve. Seek out your early learners and plan out your training. Bringing a new staffing and recruitment software into your staffing firm can mean a big boost in productivity and profitability, but as with all new things, you should account for a learning curve. Oftentimes, the most time-intensive part of adopting anything new at the workplace is training your team to use it most beneficially.

New staffing software is only as good as the data that is entered and the people who use it. In every organization, there are those who are quick to adapt to change. Look to these individuals to keep a positive attitude about the challenges that come with a new system.

Ask the early adopters and eager employees to be the leaders and point people during implementation, so they can be the go-to for fellow employees who may have questions.

Then, start the training and make sure your employees understand everything the new system has to offer and how it will make their jobs easier in the long run. Train across platforms and give your employees the proper resources to ask questions. Your provider should also have extensive training resources available – so reach out for those early. Before going live, allow for plenty of practice time. Taking these steps will ensure your team has all it needs to fully maximize your software ROI.

TRAIN YOUR TEAM & GIVE THEM THE TOOLS TO MAXIMIZE YOUR SOFTWARE ROI.

CONNECT WITH US

📞 651.556.2121   ✉ info@avionte.com   🌐 www.avionte.com

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