# The Recruiter Academy℠

Recruiter Academy Certified Leader (RACL) Education Program

The Recruiter Academy was founded in 1997 to provide Talent Acquisition professionals with a comprehensive Education Program on the 'Art & Science' of Recruitment.

Since then, RogueHire has been able to educate and train thousands of recruitment professionals (recruiters, sourcers and leaders) worldwide.

This unique experience has provided us with a tremendous amount of knowledge in healthcare recruiting, best practices, continuous improvement, personal achievement, and wellness. Additionally, we are well-versed in the process of behavior modification and how to install new 'Good Habits'!

*RogueHire is proud to announce our new training program designed exclusively for Leaders in Healthcare Talent Acquisition.*

## What you will learn in the Recruiter Academy Certified Leader program:

1. Key attributes of "elite" TA leaders and how to install "Positive Leadership".
2. Align TA strategy with your organization's senior leader's strategies and operating objectives.
3. Assess your team's maturity with our Pyramid of Success Model's 11 critical building blocks that make a successful talent operation.
4. Effective use of data to quantify, improve and celebrate team success.
5. An easy-to-implement goal setting methodology to advance your strategic objectives while battling the daily headwinds.
6. Techniques for aligning your team through proactive day-to-day activities that close performance gaps.
7. Use of data to predict hiring demand, and then develop your "micro-strategy" sourcing plan.
8. Access RogueHire's Coaches Corner – the tips, strategies, and solutions for leading and driving high performing teams.
9. Pathway to becoming an Epic Storyteller to gain C-Suite buy-in and support for initiatives.
10. You will have practiced new techniques, adopted new good habits, and developed a TA plan for success!

## All of our education programs are built on the foundation of the RogueHire value of leading a Kaizen Way of Life:

- Strive to be 1% better each day
- Change is good (unless it is change for the sake of change)
- Lifelong learning & continuous improvement
- Installing new Good Habits is the key to professional and personal success and wellness

## Maintain your professional Certifications. Attending this Program will qualify you for:

- 18 PDS towards the SHRM-CP or SHRM-SCP
- 18 recertification credit hours towards the PHR, SPHR, GPHR, SHPRi, aPHRi, and aPHR

**For more information about Recruiter Academy or RogueHire please contact Hello@RogueHire.com**

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Here is what to expect when you are a part of one of our programs:
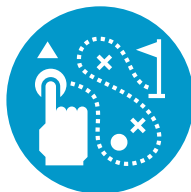
**Live, Interactive** learning sessions

**The opportunity to participate** in active learning exercises at a pace that ensures knowledge transfer, behavior modification *&* improved performance

**Methodologies, tools, and techniques** you can implement the very next day

**Checklists, forms, guides, and templates** to make implementation simple

**Deployment Action Planning Methodology** to install new 'Good Habits'

**A positive mindset** to 'Be the Best you can Be' each day and create that culture for your team.

## RACL Eligibility and Prerequisites:

This course is designed for RogueHire Premium members in Talent Acquisition (TA) Leadership roles. Leaders must meet the following requirements.

- The leaders' role must include people supervision to be eligible for this course. Not intended for single contributors now.
- RACR certified.
- Senior most TA leader must attend with their leadership team (or be RACL certified).
- Must be proficient using RogueHire's BI platform, rOS.
  - Fills, Open, Candidate, Workforce Data must be accurate and up to date.
  - Weekly data feed is highly preferred.
- Read The Power of Positive Leadership (Jon Gordon) prior to the first class.
- Attend the 12 Modules delivered in 90-minute weekly online sessions.
- 5+ hour/week commitment. This is a hands-on program. You will be building your leadership strategy throughout the program.

## Upcoming RACL Cohort Dates:

Please contact Hello@RogueHire.com if you are interested in enrolling your TA Leadership team in one of the RACL Programs below.
- January 6, 2025
- April 21, 2025
- September 8, 2025

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