

SERVICES:

Sourcing Workshop

CLIENT:

Sample Offer

## TRAINING TEAM



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# TRAINING OFFER

VALID UNTIL END OF 2022

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## About the workshop

The workshop was developed focusing on the needs of sourcers who look for candidates in specialist positions. It will allow you to understand the latest trends on the market, inspire you to use non-standard sourcing methods and give you the confidence to engage passive candidates through direct messages. You will learn all of the necessary methods and techniques for sourcing, but most importantly, you'll practice them in the workshop itself. We'll source candidates together, which means **you will leave with a list of new candidates uncovered in the session and the confidence to keep sourcing by yourself.**

Because of the interactive nature of the workshop, we limit the number of participants in a session to 10.

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## About us

Together we've run dozens of training sessions. Each of us has her own sourcing success stories, but the success stories we most care about are those from the recruiters we've trained.

Over the last two years, we've designed a mentorship program for people who wish to start working in recruitment, as well as delivered the first in-house Sourcing Academy and after the success of the Polish edition, we're getting ready to release our first book in English: the Recruiter Workbook.



**SOURCING  
EXPERIENCE**



**TRAINING  
EXPERTISE**



**LOTS OF POSITIVE  
ENERGY**

# Program - 2 days



## DAY 1: COMMUNICATION (5H)

### **SOURCING METHODS**

The beginning of the workshop during which we will summarize knowledge about sourcing and highlight the wide range of sourcing activities. You will learn about three approaches of sourcing, including behavioral sourcing.

### **BUILDING A SOURCER'S PERSONAL BRAND**

You will learn exactly how to present yourself to candidates on social media, with a special focus on LinkedIn. You will work on each section of your profile to ensure it's written with the candidate in mind, avoiding recruitment jargon. This will be where we start to work on increasing your response rates.

### **COMMUNICATION WITH CANDIDATES**

You will learn how to personalise messages at scale by referring to the candidate's individual motivation. We will also go through how to read profiles so you can personalise messages in a meaningful way without spending too much time on each message.

### **ATTRACTING CANDIDATES VIA RELEVANT POSTING**

You will learn how the LinkedIn algorithm works and how to use it to your advantage when sourcing. We will show you that writing good LinkedIn updates is simple - you'll practice two different techniques and prepare your own updates so you can start building your brand and attracting candidates the very same day.

### **WHAT TO EXPECT ON DAY 1:**

We will ask you to introduce changes to your LinkedIn profile. In the workshop, we'll write individual approach messages as well as LinkedIn posts. You will publish one of your posts as your homework.

## DAY 2: SEARCH (5H)

### **SOURCING WITH BOOLEAN AND X-RAY SEARCH**

You will learn the basics of how internet searches are conducted, how a browser and a search engine works. Then we will move on to Boolean Search and how to use X-Ray Search to identify candidates other recruiters won't necessarily be able to find.

### **SOURCING ON CHOSEN PLATFORMS**

You will learn how to search LinkedIn, GitHub using Google search, as well as how to create natural language queries. You will learn how to search for contact information and verify a profile using different social networks (cross-reference search).

### **MOB-SOURCING**

You will do your own live search, getting feedback and tips from the group and trainers.

### **WHAT TO EXPECT ON DAY 2:**

We will walk you through different sourcing methods and ask you to share your screen and show the group some of your searches. This way we will discuss different practical cases and make sure you gain the confidence to source on your own.

# What you get

The workshop prepared by Super Source Me is a promise of results. Our clients appreciate the individual approach, the opportunity to work on their own examples, but also the opportunity to inspire changes in the daily work of the team.

The workshop is always conducted by two trainers.

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## WORKBOOK

The Recruiter Workbook we wrote ourselves will allow the team to go over the material themselves after the session.



## SOURCING TEST

We will share a link to a test with the team before the session to ensure the program is adapted to their individual needs.



## MATERIALS INCLUDED

The team receives all of the materials from the session, so they can go back to each topic when they need to.



## HOMEWORK

A task to complete after the session ensures maximum absorption of knowledge.



## PRACTICE!

All of the exercises will be based on the information about the live vacancies of the client. We will source candidates in the session.



## CERTIFICATE

Each participant can take a post-workshop test and get a certificate.

# Pricing



## 2-DAY WORKSHOP

PARTICIPANTS	PRICE
up to 6 participants	4 000 EUR net
up to 8 participants	4 500 EUR net
up to 10 participants	5 000 EUR net

The price includes developing the programme and the materials (presentation, exercises, notes from the session) which are all emailed to the team after the session.

### PAYMENT TERMS

To book a date, you will be issued an invoice for 20% of the total cost of the workshop. The net VAT for the services is 23%.

### Selected clients:

ASSECO /cshark BOLDARE Schibsted Future Processing



# Opinions:



**Agnieszka Ryzner**

HR Business Partner 🌱 Certified Crisis Consultant, Coach & Mentor in Business 🌱 Wellbeing Passionate  
🌱 Certified Trainer DISC 🌱 Cognitive Freak

I highly recommend working with Karolina. She is knowledgeable, inspiring, enthusiastic and creative person. It's incredible how often she exceed expectations!  
Thank you for taking the time to discuss my career options with me. Best wishes!



**Szymon Kluba**

Recruitment Manager @HR Contact | Fintech, E-commerce, IT, E-mobility.

Kasia has excellent knowledge on sourcing and designing sourcing strategies. She conducts excellent trainings, thanks to which the efficiency and speed of recruitment in our company has increased significantly. Kasia has an amazing ability to transfer knowledge. I would definitivly recommend Kasia as she is very professional trainer.



**Bernadett Haasz**

Manager, Product Marketing

Kasia is a really talented sourcing professional who has some original ideas around how to source for culture and she is not afraid to have hard conversations on the topic. She came to talk to our sourcing team in Facebook London about her theory which was a very engaging afternoon. I recommend it to any teams who care about hiring the right people as there are some tangible examples in there of how to spot the right talent for your pipelines early on.



**Łukasz Korczyk**

Helping hand in IT team building | Sourcer knowing what REST API (and many more) is.

Well, anything written here will be less than reality.  
Kasia is a really cheerful person, who drives the team with great energy! If anyone lacks in a specific area, that's a moment for careful explanation, confirming that everything has been well understood. After the brainstorm the team got from Kasia, there was time for specific (not always directly related) questions, which could have been answered with vast practical knowledge.

I definitely recommend Kasia's trainings for recruiters around the world!