



Tim Brennan

Performance & Retention Innovator

Tim Brennan inspires organizations to change their hiring process so they can get better results. With more than 25 years of business, management and human resources experience, Tim has become known for delivering bold fresh ideas to executives, managers and human resource professionals on how they can find, hire and keep the right people – and improve their bottom line.

Tim is co-founder of HiringSmart, a company that has turned the traditional approach to staffing on its head. He has been instrumental in helping clients such as Atlantic Superstores, Admiral Insurance, Eden Valley Poultry, CanElsion and Nestle Waters reduce turnover, increase efficiencies, and generate a return on investment of more than 300% in one year – all through better people practices. Tim's eye-opening and practical hiring advice has been featured in media across the country including CBC News, BNN, Breakfast Television and Canadian Small Business Magazine.

Prior to HiringSmart, Tim founded the Brennan Group of Online Companies – a firm that provided training to North American businesses on how to better manage their teams and strengthen their sales leadership. It was here that he first started counselling clients on the impact of HiringSmart. He built an impressive roster of clients including Canadian Tire, Humpty Dumpty, Subway, UPS stores and Westmont Hospitality. Tim also spent more than a decade working in sales, management, IT and human resources at Hostess Frito-Lay – where he first developed his passion for understanding the differences between top and bottom performers.

Tim is constantly testing and exploring new ways to improve the hiring process – so he can help organizations reduce expenses, increase revenue and improve efficiencies. He speaks frequently on hiring and retention issues to corporate, institutional, academic and association audiences.

A wonderful storyteller, known for his engaging and humorous style, Tim offers his audiences practical steps they can take to improve the way they hire and the way they evaluate their people. Audiences have called him: "visionary," "enlightening," "creative" and "energetic."

Topics

Rocking the Workplace: 3 Bold, New Hiring Ideas

Have you ever thought of doing a retention interview instead of an exit interview? Why do we care so much about why employees leave when we should be asking why they stay? These are some of the many questions that Tim explores in this dynamic, hands-on session. A wake-up call for business owners, front line managers and HR professionals, Tim will make you think twice about the way you hire. Demonstrating how the current hiring system is broken and how to fix it, Tim draws on more than 25 years of helping organizations get better results with better hiring practices. Learn about 3 game-changing ideas that will revolutionize the way you look at your people and the impact they have on your bottom line results. Discover why fit is the number one predictor of success in a role, how to hire more top performers, and how to look in the right places.

The "F" Factor: What Separates the Best from the Rest?

It is estimated that more than 70% of the population is disengaged in their work at some level, costing businesses millions of dollars each year in lost productivity.* But most of us do not plan to hire poor performers. So how do we break the cycle? Based on his work with some of North America's leading organizations, Tim Brennan will show you how to start separating the passengers from the top producers. With brutal honesty, Tim explores where many organizations are getting stuck – and why a "Fit First" approach to hiring increases productivity and revenue. Providing simple, practical steps you can implement as soon as you get back to your office, Tim will share the 4 critical aspects of fit and how to get the best out of your people – whether they are current employees or new hires.

*Gallup and others

Get SalesSmart: Set the Hiring Bar Higher

When Harvard Business Review followed 360,000 salespeople through their sales careers, they uncovered that it was not experience or college degrees that made them top performers. Their success hinged on one thing – fit with the job. In this provocative presentation about how to hire top salespeople, Tim challenges leaders and managers to start measuring what matters. Learn how to assess your sales team for the seven critical sales behaviours and the attitudes that determine success. Discover how you can increase your sales by 20% without spending a cent on new programs or extra marketing, just by increasing the quality of your talent. Tim will show you how easy it is to Hire Smart, so you can make an immediate impact on your organization.



Recent Audiences

Aquaculture Nova Scotia
Amherst Chamber of Commerce
Halifax Club
Canadian Association of Foodservice Professionals
Community Business Development Corporations
Human Resources Professionals Association
Industrial Professional Managers
Toronto Board of Trade
New Brunswick School Board
National Construction Association of Canada
National HVAC Engineers

Testimonials

Retail Business Services

Tim's presentation really hit home. Making improvements in the way we select and coach people has paid off in business results for us."

National Association Conference Planner

"Tim's talk was really valuable. Many of our members faced with challenges in the area of staffing, and reported that Tim's talk helped them to make significant changes to the way they think of recruitment. His ideas work!"

Book Tim Brennan today!

For availability and other information contact: Speakers@HiringSmart.com or 1-800-513-7277