



Jan G. van der Hoop

Challenging the Way Leaders Think About Talent

Jan van der Hoop advises and consults with senior executives across North America on how to get their organizations running more smoothly by better aligning their talent with their operations. With more than 25 years of business, management and human resources experience, he has become known for his ability to connect people with results.

Jan is president and 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, CanEison and Nestlé Waters reduce turnover, increase efficiencies, and generate a return on investment of more than 300% in one year – all through better people practices. His views and opinions on hiring have been featured in media across the country including the National Post, the Globe and Mail, CTV News and various small business publications.

Prior to HiringSmart, Jan was president of The People Factor – a leadership development and coaching organization that worked with companies to build their organizational capacity, grow their people and improve their financial results. He worked with an impressive client roster, including Nissan Canada, Procter & Gamble, Duke Energy, State Farm and Sleep Country Canada. He also has extensive Senior Management experience in both operations and HR having worked with a number of leading corporations, including Hilton International Hotels, PepsiCo and Office Depot.

Jan has devoted his career to helping people and organizations to find better ways to work together. He speaks frequently on leadership and organizational performance issues to corporate, institutional, academic and association audiences.

Known for his provocative style, Jan challenges audiences to change the way they think about talent, leaving them with practical strategies on how to create stronger organizations. Audiences have called him “inspiring,” “insightful,” and “thought provoking.”

Topics

3 Bold Ideas that Will Change Your Bottom Line

Did you know that less than 30% of the workforce is fully engaged in their work? In fact, a recent survey of HR Professionals reported that 94% of respondents believe that their current workforce is unprepared to deliver on company goals and meet business challenges?* Jan van der Hoop has seen, first-hand, that this is a direct result of not having the right people in the right jobs. For the last 25 years, Jan has been advising senior leaders on how to make better hiring decisions that impact their bottom line. In this session, Jan shares the 3 practical tips to getting better results that you can put to work immediately in your business. You will discover how to effectively assess candidates for fit and why this is the main predictor of success; how to differentiate between top candidates and top performers (and yes there's a difference!); and how to reach and attract high-quality candidates – those that are not looking for a new role. Jan will show you how to raise the bar in your organization so you can increase employee engagement and productivity, for better business results.

*Talent Management Magazine

Stop Leaving Money on the Table: Hiring for Fit

It is estimated that more than 20% of payroll dollars in Canadian organizations are unproductive due to unengaged employees. Imagine what your company could accomplish if you could trade your unproductive employees for top performers? Based on his work with some of North America's leading organizations, Jan van der Hoop will show you how to stop leaving money on the table by hiring more top performers. He will share his proprietary "Fit First" model, while explaining the relationship between various aspects of fit, and performance and retention. Filled with inspiring examples of organizations that have changed the way they evaluate talent, Jan's presentation will help you uncover where the opportunities lie within your organization to boost your top line, generate operating efficiencies and cost savings, and add money to the bottom line.

Rethinking ROI: How to Connect Your People with Your P&L

When Jan van der Hoop and his team at HiringSmart studied sales teams and their impact on overall financial performance, they discovered two things: that half of most sales teams generate close to 70% of the revenue stream, while the remaining half produce a mere 30% or less. As a manager or leader, what does this mean for your organization? That likely half of your workforce consists of "passengers," not "producers." Find out what you can do to increase the quality of your talent so you can increase the impact on your bottom line. Jan will help you identify what inefficiencies are being hidden and what costs are buried in your P&L, so you can start measuring what matters. Quoting many real-life examples of organizations that are "HiringSmart," Jan will help you make the connection between hiring for fit and positive business results.

Recent Audiences

Financial Executives International
HRPA Chapters
Chambers of Commerce
HR.com
DeGroote School of Business at McMaster University
University of Guelph College of Management
Winmar Owner's Conference

Testimonials

Financial Executives International

"Jan brilliantly exposed the elusive linkage that connects people, productivity and bottom line impact. He challenged senior finance folks to clearly quantify the relationship between the fit of the people in an organization, long-term productivity and competitiveness. Jan presented some unique perspectives in a very engaging session, supported by factual evidence."

AAN.org

"Jan's talk on how to evaluate the right individuals and top performers in an organization was not only informative, but inspiring. His presentation - a blend of real-world statistics and management philosophies - took the attendees down a path of looking beyond the "what" an employee can do to the "who they really are" and the "how they do it." Seems simple when stated but in reality, involves a paradigm shift for an entire management team."

Society of Manufacturing Engineers Toronto

"Jan led a very stimulating conversation in the room about the relationship between employee fit, performance and hard business outcomes. We learnt that in our ongoing quest for productivity in manufacturing, we often overlook the most obvious and critical lever to increase productivity: the right person in the right job, focused on the right things."

Book Jan G. van der Hoop today!

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