



LEAN
Radical · Optimize · Just-in-time

About David Szary



David is a leading authority on developing radical, just-in-time recruitment solutions for companies seeking to develop an Elite staffing organization. His vast experience qualifies him as a leading expert on talent acquisition in today's competitive market.

In 1998, David founded The Recruiter Academy, and over the past 11 years he has worked with more than 2000 companies in 45 states and 9 countries - including some of the largest and most recognized organizations in the world. His renowned Recruiter Academy Education & Development Solution has helped educate thousands of recruiters worldwide on recruiting "best practices" and how to manage an efficient staffing process. He is also the creator of the industry's first objective, performance-driven Certification Program for recruiters!

David has studied and benchmarked numerous experts and theories in the fields of performance improvement (Toyota Production System (TPS), Six Sigma, and Theory of Constraints), behavior modification, time management, and personal achievement. Combining this knowledge with his years of consulting and educating recruitment organizations, he helped develop LEAN Human Capital's Analytic and Process Optimization methodologies.

David is a requested keynote speaker at a variety of corporate and industry events including; Kennedy Information Conference, ERE expo, Local and State-sponsored SHRM/EMA Meetings/Conferences, NAHCR annual conference, and the World Job Summit. He has published numerous articles on staffing, just-in-time hiring, Lean Recruiting, and best practices of elite recruiters and is the author of *The Recruiter Handbook* and *Best (and worst) advice for Job Seekers*.

Popular speaking topics include:

- ▶ The Changing Role of The Recruiter
- ▶ Lean Recruiting
- ▶ Just-in-Time Hiring
- ▶ Aligning Workforce Planning with Business Strategy
- ▶ The Art & Science of Recruiting Passive Candidates
- ▶ Old School Sourcing - ver. 2009
- ▶ Going from Good to 'Elite'



For more information on David Szary, LEAN Human Capital, or The Recruiter Academy please visit leanhumancapital.com, recruiteracademy.com or contact us at 734-414-9822.

ABOUT LEAN

LEAN delivers a radical approach to Analysis, Process Optimization, and Continuous Improvement for your recruitment organization. By rationalizing your staffing supply chain, we help you create a proactive, efficient hiring strategy that will dramatically reduce time-to-fill and vacancy rates, improve quality and customer satisfaction, and reduce cost and waste. To achieve optimum results, our renowned Recruiter Academy Education & Development Solution provides your staff with "Best-in-Class" methodologies, tools and techniques required to deliver a lean, just-in-time recruitment solution and create a culture passionate about life long learning.