

Make Time to Put a Recruiting System in Place

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RISMEDIA, July 15, 2009-Last month I wrote about how to devise a plan or system for recruiting. The second step is making the time to put a recruiting system in place.

If you decide to accept this mission, which is not impossible by any means (actually, it's extremely crucial to the growth and success of your company) the first step is to schedule time to start this plan. It's as easy as that. You must block off the time just like you would an appointment with a buyer or seller. And commit to it like going to the gym. If you're serious then you block off the time regularly. Pull out your schedule, 'crack-berry' or your, I *love-my-phone* phone, and schedule 30-60 minutes every two days to spend on any aspect of recruiting.

The first week or so should be focused around mapping out a plan and system. I guarantee you already have some type of system working for you in other areas of your business, so now you need to carve out some time for recruiting. This means you are totally uninterrupted, phones turned off and door is shut. This sounds basic to most of you but honestly - how many of you really do this? If you are the typical real estate type that I work with every day, you can't stop yourself from answering the phone or responding to a message the minute it comes in. If you HAVE to be available for support, then book this time when support issues are low.

Congratulations if you've made up your mind to seriously book time on your calendar for recruiting. You've passed the first step committed to creating a recruiting plan and system. This is NOT a mission impossible, and if you feel you need a coach - here I am.

How have you conquered the challenge of making the time to recruit? We want to hear your comments and suggestions.

Part 3 of this process will be about devising your recruiting goals, and if you're not going to do it to stop talking about it.

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