

**Join Jordan Rayboy, President and CEO of Rayboy Insider Search on April 6, 2016 at the Texas Association of Staffing's State of Staffing Texas 2016 Conference as he tackles a variety of subject matters that will boost your recruiter's success!**

### **Riding The Recruiting Wave - And Getting Back To The Top**

The longer we are in this business, the easier it should become. However, many big billers have probably fallen victim to achieving a certain level of success, hitting a high billing mark, and then falling off the wagon, whether due to burnout, or other factors. The truth is that most top producers stop doing the things that made them successful in the first place! Join Jordan Rayboy, as he shares his journey back to the top of the wave, and how you can learn from his mistakes and successes to keep your billings at a consistently high level.

### **The Power of Leverage - How Full-Desk Recruiters Can Multiply Their Billings By Growing & Leading A Team**

So you are a successful solo recruiter and have watched your billings grow over the years, until one day you inevitably reach a critical mass of having more work than you have bandwidth to deliver on, meaning you are now leaving money on the table. So now what? The problem is while you can always try and work more hours or make more phone calls, there is only so much YOU to go around. The problem with being a top producer in our business is that **everything that got you where you are is exactly what will keep you from getting where you want to go** (think about that one). The mindset of a producer is in stark contrast to that of a leader- trying to own everything and do it all yourself (because let's face it- you're the best at it and can't trust anyone to do it as good as you) versus the seemingly foreign concepts of outsourcing, delegating, and empowering others. Ever wonder how you can multiply your billings from the \$300-500k level up to \$800k-1M+? The only way to do it **sustainably** is to introduce the power of leverage by building out a team to support your rainmaking efforts. In this session, Jordan Rayboy takes you along the growth path from producer to leader, and how you too can scale your team and your billings to new heights previously unimaginable on your own.

### **Hook Em! Recruiting Rock Stars In A Candidate-Driven Market**

Most industries today are experiencing a candidate driven market, where every company seems to be hiring and candidates have multiple offers to choose from. However, whether in good times or bad, **Top Talent is ALWAYS hard to find!**

So how do we get the hook into these A-players that are constantly being bombarded by multiple recruiters, are doing well, and not even considering changing jobs at the point that we call them? Join Jordan Rayboy as he shares his differentiated approach to recruiting the rock stars your clients truly want to hire.

**Fuel for the Fire - Injecting Urgency & Accountability into the Hiring Process to Close More Deals”**

Recruiters in general tend to naturally have a pretty high internal clock rate. Yet we all occasionally suffer from clients and candidates that move at a glacial pace, frustrating us to no end and eventually costing us deals. In this session, Jordan Rayboy will share how setting mutual expectations and accountabilities early on will enable you to drive urgency in the hiring process with both clients and candidates, leading to deeper relationships and more win-win-win results.



Jordan Rayboy began his recruiting career w/ MRI in 2000, while still a sophomore in college. After earning Regional Rookie of the Year & Overall Account Executive of the Year at age 20, he eventually was ranked Top Ten World-Wide by 2005. The following year, Jordan struck out on his own, forming Rayboy Insider Search - the nation's leading search firm in the storage, virtualization, and infrastructure marketplace. He joined the Pinnacle Society in 2009, and was elected to the Board of Directors in 2011, eventually serving as Member Education Chair. Jordan surpassed \$10M career cash-in during 2015.

Being an impatient type-A recruiter, Jordan long ago abandoned the deferred life plan (slave, save, retire). By building an effective virtual team & leveraging technology, Jordan has run his firm for the past 10 years while traveling full-time in a tour-bus RV with his wife Jeska & three dogs. They've lived in the majority of the US and Canada during their adventure.

Through his numerous presentations at NAPS conferences, state associations, and training videos on Next Level Exchange, Jordan has inspired countless recruiters to raise their game and make their dreams a reality as well.

