



Worksheet 089 – From Hire to Fire with Natasha Hawker

Today, we've invited [Natasha Hawker](#), the owner and director of [Employee Matters](#) to join us.

She is a senior HR practitioner, speaker, author and trainer.

She is an expert in employee management, recruitment and mediation.

Natasha is also the author of [From Hire to Fire & Everything in Between](#).

Natasha believes that small business is the backbone of the country and she's driven to help them grow.



Timing is everything

As your company enters **Phase 4: Bringing on Employees** you need to make sure you're following the best practices.

Getting this phase wrong can produce an enormous amount of unnecessary stress.

This phase begins with hiring staff.

Natasha says businesses often don't know when to begin hiring.

The other mistake is knowing who to hire and what skills they need.

Your staff needs to be aligned with your business.

They need to fit into your business culture.

This isn't a small detail.

It's critical to the success of your business.



Describe your business culture and vision in a few short sentences.



Timing is everything

You need to be very clear with your candidates about what kind of business you operate.

Put the candidate at the center of your recruitment practices.

Treat everyone with respect.

Make their experience so positive that even those who don't get the job will still respect your company.

Behaviour interviews are really important.

Past behaviour will predict how they will work in the future.

Ask about how they deal with tight deadlines.

How will they behave under stressful conditions?

A culture interview is also important.

Ask about the favourite places they've worked at in the past and why.



List a few questions you should ask a candidate at a job interview.

BusinessLegal : Lifecycle

Learn more by ordering the book

Whether you want to have a large company or a small lifestyle business, you must pay attention to the legal aspects right from the start.

The Business Legal Lifecycle is a handbook for you to use in your business on a regular basis.

The key areas that Jeremy Streten covers in the Business Legal Lifecycle are:

How to successfully set up your business

Why and when you need to pay attention to the legal aspects of your business

Who you should consult with along your business journey



BusinessLegalLifecycle.com.au