

# Old Model vs. New Model

[3 min read]

Like never before, how early stage startup founders and their hiring teams get the results they need, early on, is at the forefront of modern conversation and a systematized, “evidence-based” talent acquisition strategy is at the heart of that conversation. It makes sense - who they hire can be the greatest influencers to their success.

I say “can be” because history has proven that every new generation of early stage startup leaders function primarily from the Old Model of Thinking, yet they expect better results and to win at a game played the same way, and lost, by so many before them. In today’s highly competitive market, those who implement the New Model will see results better and faster.

### It all starts with hires #2 and #3—no later.

The quality of your hiring results is a *direct result* of what your hiring teams are experiencing, feeling, and thinking about being a part of the hiring process which, in turn, creates the Candidate Experience they are presenting to your candidates.

### Some examples of the Old Model versus the New Model side by side.

The best way to work through this quickly is to be completely honest during this process. It may sting a little, but it’s better than never looking and failing because you didn’t know there is a proven solution to support you.

<b>The Old Model</b>	<b>The New Model</b>
<b>Reactionary. Scarcity based. Provides a Superficial Quick Fix.</b>	<b>Proactive. Abundant based. Ensures Long-Term Sustainability.</b>
We just need resumes. We don’t have time or need to create a strategy.	We are making time to create a strategy because it’s what our hiring <i>does</i> with resumes that matters.
We’re too small or it’s too early.	It’s never too early to get hiring right. Every hire matters. Our people are our #1 asset.
We don’t know what our hiring strategy is costing us.	We’ve invested in knowing what our hiring strategy is costing us
It’s too costly to invest in systematizing our talent strategy system.	We’ve calculated the costs of turnover and found that systematizing our TA function will save us money.

It will take too much time to train our hiring teams. We can't afford that.	We ask our employees to be experts in something that is not their core expertise, so we invest in training them.
We systematize very function of the company except for hiring.	We systematize hiring to ensure repeatability, cost efficiency and the right cultural hires are made.
We assume our hiring teams are very capable interviewers and can work as a team to hire the right person.	We've invested in creating a hiring process and training our hiring teams to ensure they are capable.
Retention starts in the interview process or when the candidate starts.	Retention begins at the "point-of-concept" a leader has the thought to hire and how they lead the effort and team from there to create repeatable success.
We haven't taken the time to define our culture.	We have invested in defining our culture and have collaboratively and transparently communicated with the entire company to ensure alignment.
We assume we are delivering the best <b>Candidate Experience</b> to beat our competition.	The hiring team has been trained and aligned on how to collectively deliver the best <b>Candidate Experience</b> .

What model do you identify with? No matter where you identify, you are in the perfect position to optimize.

**The Old Model** is painful and costly. It can cost a company its life. It will cost it its #1 asset: its people.

**The New Model** is empowering and is possible when leaders intentionally invest in systematizing their hiring function and aligning their hiring teams in a process they are good at and believe in.

Moving from the Old Model to the New Model isn't as time consuming, costly or as painful as you might think.

### **What would be possible for your company and teams if they functioned from the New Model?**

Written by Alana Fulvio, Pendulum Founder.

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