



## David M. Szary: Founder of The Recruiter Academy

David M. Szary is a leading authority on developing progressive, innovative recruiting and retention strategies for companies seeking to develop a "World-Class" recruitment organization. Since 1998, Szary has worked with more than 1500 companies in 42 states and 9 countries -- including some of the largest and most recognized organizations in the world.

Szary developed the Recruitment Operating System <sup>SM</sup> (a performance improvement methodology specifically designed for the recruitment industry), and created the industry's first objective, performance-driven Certification Program for recruiters!

He has designed, developed and implemented a progressive School-to-Work career path program recognized for its distinction by the CEO of the Michigan Jobs Commission, the Greater Detroit Chamber of Commerce and Michigan Future, Inc.

He has authored two books, The Recruiter Handbook and Manager's Survival Guide as well as published numerous articles for industry leading publications such as ERE and Fordyce Letter.

Szary's vast experience working with corporate recruiters throughout the world makes him a leading expert on talent acquisition in today's competitive market. Anyone who has seen Szary speak can attest to his energetic, motivating style! He is a refreshing "new face" in the industry, providing "in-the-trenches" methodologies, tools, and techniques that anyone can walk away and implement!

He is a requested keynote speaker at a variety of corporate (see below) and industry events including: Local and State-sponsored SHRM/EMA Meetings/Conferences, Greater Detroit Chamber of Commerce Executive Series, and The World Job Summit.

### Example Clients include:

Wal-Mart	Pulte Homes
Wachovia Bank	Capital One
Bank of America	STIHL
Pall Life Sciences	Corning
Fifth Third Bank	Henry Ford Health System
DTE Energy	St. Joseph's
	And anv more...

### Sample list of speaking topics include:

- True Workforce Planning
- World Class Recruiting 2008
- The Art and Science of Recruiting Passive Candidates
- Old-School Sourcing – 2008
- 7 Ways to boost your Recruitment Productivity by 50%
- The key to Employee Retention: Culture

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