

FLEETWHIZ™

DECISIONMAKING TOOLS

Cope Effectively With Shop-Parts Skills Shortages

Implement the 18-Step Technician Recruit-Retain-Develop Strategy

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Management Textbook MDC 20

RECRUIT – TO THE READER

SUGGESTIONS ON HOW TO USE THIS TEXTBOOK AS AN IMMEDIATE TRAINING SOURCE AND LONG-TERM REFERENCE SOURCE

Introduction: The objective of this textbook is to assist fleet–shop–parts–fuel departments compete effectively with a wide range of employer competitors for scarce skill sets including technicians, parts personnel, staff and management. Managers must develop and implement effective recruit–retain–develop programs. If managers cannot recruit trained technicians, then at a future point in time the department will cease to exist. Compare the fleet–shop–parts–fuel department's current recruit–retain–develop practices to the world-class practices discussed in this textbook. Implement required changes and earn \$100,000 annually with 90% decisionmaking control and achieve Vice President and Director status.

Remarks:

1. The following illustration lists the eight (8) subsections included in this textbook.

Illustration – Introduction to the 18-Step Recruit–Retain–Develop Strategy

1. Introduction to World-Class Fleet–Shop–Parts–Fuel Management
2. Most Fleet–Shop–Parts–Fuel Managers Are Fighting the Implementation of World-Class Fortune 500 Company Practices.
3. Can the Organization Address Effectively the 6 Factors Causing Skill Set Shortages?
4. Introduction to Recruit–Retain–Develop Realities
5. Introduction to the 18-Step Recruit–Retain–Develop Strategy
6. Avoid and Eliminate Bad Hires Immediately.
7. Appendix – Over 40 Learning Opportunities Create Well-Defined Career Training Ladders Which Can Be Applied to Recruit–Retain–Develop Employees.
8. Master's Degree Certifications Open-Book Test Questions

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COPE EFFECTIVELY WITH SHOP–PARTS SKILLS SHORTAGES.
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FleetTextBooks.org LLC

381 Casa Linda Plaza #385

Dallas, TX 75218-3423 USA

214-320-3006

Website: www.FleetTextBooks.org

Email: Info@FleetTextBooks.org