

Hiring Great People

STAR

SITUATION

Describe the situation.

TASK

What was your task in this situation?

ACTION

What action did you take?

RESULTS

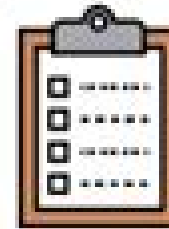
What were the results?

TAKE-AWAYS

What did you learn?

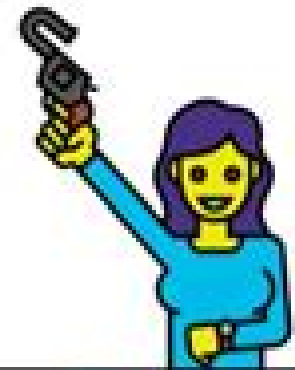


The Five Steps of Recruitment



Describe and understand what a new employee needs to do to be successful, instead of what the person must have.

No matter how urgent filling a role is, don't compromise on hiring quality. It'll backfire.



Don't hire anybody without seeing their skills. A workshop is a good way to learn more about each other.



MANAGEMENT 3.0



Hiring Great People

Kerry Johnson



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Nicholas C. Burkholder, Preston J. Edwards, Sr., Elizabeth Sartain, 2004-04-14 As HR leaders know successful staffing is about much more than just hiring qualified people It s about hiring the right qualified people and keeping them To help you do that On Staffing covers the new and innovative business initiatives managers from leading companies are using to assess the potential of people and place them in positions in which they can maximize that potential It analyzes the practices that work offers strategies for dealing with rapidly changing business and hiring environments and helps HR leaders prepare for the changes and challenges to come

Match Dan Erling, 2010-12-01 Hire the right person every time Why is it that so many companies accept mediocre hiring results as the norm The answer is simple It doesn t occur to them that in fact there is a process that virtually guarantees hiring the right person every time To repeat there is a process that virtually guarantees hiring the right person every time That s what MATCH is about Based on author Dan Erling s experience with best practices from over a thousand companies MATCH gives you a rock solid practical process for hiring MATCH takes you step by step through the lifecycle of hiring from developing a job description through interviewing and making the decision to negotiating salary and onboarding the new hire Applicable tools stories and foolproof techniques are woven throughout to insure your mission critical objective is accomplished The author is well known in the hiring and recruiting industry With MATCH your hiring team will develop a systematic process that fits with the company s overall mission giving your company the people it needs to succeed every time

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of time and resources Her road tested advice offered with humor and irreverence provides readers a different path for creating a culture of high performance and profitability Powerful will change how you think about work and the way a business should be run *HRM Core Concepts* Jean M. Phillips,2019-01-15 Formerly published by Chicago Business Press now published by Sage In HRM Core Concepts author Jean Phillips provides a concise yet comprehensive overview of human resource management The central theme of this text is to prepare your students to effectively apply HRM concepts in the areas of hiring developing motivating and retaining the right people enabling them to become better managers and more effective leaders *How to Recruit, Hire and Retain Great People* Kerry Johnson,2022-08-23 Recruiting hiring and retaining great people are the most important skill sets any manager can acquire because with talented and dedicated people any business can succeed Kerry Johnson will show you how it s done **Unlocking Your Entrepreneurial Potential** Tim S. McEneny,2011-09 Statistics indicate more than 50 percent of all new businesses will fail within five years and 50 percent of the survivors will fail during the following five year period But there are ways to survive and thrive In Unlocking Your Entrepreneurial Potential author and entrepreneur Tim S McEneny shares insights from his thirty year entrepreneurial career to help other self funded entrepreneurs unlock their potential and improve their probability of success **Outbound Hiring** Vijay Sharma,Kaushik Satish,Aadil Bandukwala,2019-10-10 Outbound focuses time and effort on candidates who are most relevant and more likely to convert It s a 100% Results Focused strategy that fills your hiring funnel with people that your recruiters and hiring leaders believe are right for the role thereby dramatically increasing focus saving time and boosting your efficiency **Beyond Theory and Degrees** James E. Fitzpatrick,2020-08-01 This book is a must read for anyone who has a passion for leadership Fitzpatrick s style and story presentation could be a blueprint for any leader in any profession His insights into building a culture of leaders through mentoring and distributing responsibility in growing the capacity of an organization while celebrating and affirming people are the tenants of his approach to authentic accountability where people when feeling valued become invested and perform at a high level In the book Fitzpatrick shares the POCDICE theory the seven key processes of Leadership that every aspiring and seasoned leaders must become good at while never becoming complacent in improving in their roles They are planning organization communication decision making influence coordination and evaluation School Leadership and Governance in American schools is at a crossroads Fewer candidates are entering this noble and honorable profession We need great leaders for our schools and districts to flourish This book is designed to inspire candidates to consider school and district leadership while giving insight into school governance from the principalship superintendency and Board of Education levels **The Attitude of Success** Emmanuel Danstan Chinunda,2014-03-05 The Attitude of Success Powerful Workplace Lessons makes it clear that we cannot succeed on our own The book reveals secrets gleaned from living a successful life and admonishes readers to reflect on the many issues with universal appeal that affect businesspeople It uses proverbs to explain the difficult parts of business and each chapter comes

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