

HIRING THE BEST AND THE BRIGHTEST

A Roadmap to MBA Recruiting

Sherrie Gong Taguchi

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their problems They need to adapt to any situation that arises using their knowledge in new and creative ways to solve the problem at hand As a result one developer tester or technical manager is not interchangeable with another This makes hiring technical people one of the most critical and difficult processes a technical manager can undertake Hiring the Best Knowledge Workers Techies Nerds The Secrets Science of Hiring Technical People takes the guesswork out of hiring and diminishes the risk of costly hiring mistakes With the aid of step by step descriptions and detailed examples you ll learn how to write a concise targeted job description source candidates develop ads for mixed media review r sum s quickly to determine Yes No or Maybe candidates develop intelligent nondiscriminatory interview techniques create fool proof phone screens check references with a view to reading between the lines extend an offer that will attract a win win acceptance or tender a gentle but decisive rejection and more An effective hiring process is crucial to saving an organization the costs and consequences of a bad hiring decision Not only is a bad hire costly in terms of recruiting expenses and the time spent hiring it can also bog down or derail projects that may already be running late You your team and your organization will live with the long term consequences of your hiring decision Investing time in developing a hiring strategy will shorten your decision time and the ramp up time needed for each new hire Technical leaders project and program managers and anyone putting together a team of technical workers will greatly benefit from this book **Journal of Career Planning & Employment** ,2001 **NACE Journal** ,2006 **Library Journal** ,2001 **American Book Publishing Record** ,2002 **Selected New Books** New Jersey State Library,1985 **The Publishers Weekly** ,2001 **The British National Bibliography** Arthur James Wells,2002 **Forthcoming Books** Rose Army,2001 **The Fast Forward MBA in Hiring** Max Messmer,1998-02-27 With savvy real world advice from a big name in the world of hiring and staffing this book lays out the process of strategic staffing as opposed to conventional hiring The clean clear format works well for people who are pressed for time **How to Hire A-Players** Eric Herrenkohl,2010-03-11 How to find great employees make great hires and take your business to the next level It is always easy to find people who want a job but it s never easy to find and hire A players In **How to Hire A Players** consultant Eric Herrenkohl shows owners executives and managers of small and medium size businesses where and how to find A player employees It is these individuals who will help keep quality high and growth and profits strong Herrenkohl explains how to use your existing marketing sales and networking efforts to find top candidates He provides current examples of companies that consistently hire A players without big recruiting departments as well as step by step explanations for making these strategies work in your own company Shows you how to find and hire top employees Ideal for owners of small businesses executives and managers of large businesses as well as corporate recruiters and HR specialists who need new ideas Herrenkohl s client list includes privately held businesses in over 50 industries as well as big corporate names like Bank of America Edward Jones and Northwestern Mutual Life A player employees are the life blood of any growing business This handy hiring guide shows you where to look what to ask and who to hire to boost your business today

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