

Topgrading



HOW TO HIRE, COACH AND KEEP A PLAYERS

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Introduction by Price Pritchett

Topgrading: Mission Critical Hiring Workshop for managers

It's all about building an A Player Organization.

A company's performance is only as good as the people it hires. And talent attracts talent.

Hiring the right people for the right reasons forms the core of Mission Critical Hiring.

Management guru Peter Drucker considered hiring, firing and promotion to be the most difficult decisions a manager must make. They are the toughest to get right, easiest to avoid and the hardest to undo.

Building an organization of A Players—top 10% performers on Mission Critical tasks—requires a new executive mindset, a new belief system and a new way of understanding employee accountability. That's what Mission Critical Hiring delivers. An impactful one-day Workshop

Most companies are unable to define what really is Mission Critical in a job before they launch into the hiring process. They rely on past information to make half-baked guesses about future performance. Using structured interview and in-depth interpretation techniques, Mission Critical hiring relies on a rich database to deliver viable conclusions. It produces A Players 90% of the time, compared to a typical hiring success rate of 25%.

Mission Critical, A Player selection saves time and money. It creates competitive advantage and generates shareholder value. Producing high talent teams is a guaranteed "career-maker" for the executive who practices it. Hands down, it's the most powerful leadership skill you can have.

Key Objectives

- Take the guesswork out of hiring talent
- Create a recruitment pipeline of A Players
- Identify Mission Critical performance factors that drive the interview process
- Follow a structured interview and reference check system that saves time and dramatically improves your ability to select A Players
- Interpret data to accurately predict future performance and improve your hiring success rate

Topics Addressed

- Definition of Topgrading
- Mission Critical Performance Factors
- The Mission Critical Hiring Process Steps
- Setting Selection Criteria
- Conducting Structured Interviews
- Using Selection, Reference Check and Interview Form
- Evidence-based Selection Analysis and Decision Making

Primary Result

Participants are coached through a series of 5-step process to increase their leadership skills to identify, interview and select their A players.