

SUBJECT

The Headhunter Debacle – False Positives are Killing us Taking Back the Most Crucial Leadership Decision – Hiring

Somewhere during the past 30 years, leaders of most organizations have given away control over the single most critical management function and placed it in hands of people who, for the most part, do not care. Perhaps because they are too busy, lack confidence in their own skills, want a scapegoat in case of a poor choice, but hiring is a mess and leaders are taking less and less responsibility for it.

One of our clients, a 30,000 person global pharma, will hire, over the course of a year, as many as thirty upper middle or upper level leaders. At salaries ranging from \$150,000 to \$300,000, head-hunters earn approximately \$3,000,000 for services that our research shows will net 50% false positives – that is, individual hires who look good during the interview but, later, disappoint in their performance, although often not enough to warrant firing. Over years, such organizations are infused with a declining quality of leadership and mediocre performances.

This program focuses on hiring – Performance Hiring – to be exact. The goal is to put back into the leader's hands the hiring process, along with the skills to reduce false positives while, at the same time, engaging critical members of the hiring team in an event that will strengthen the team and its core values and create a strong foundation for managing of the new hire's performance. Thus, quality is improved while, over time, substantial dollars are saved. The skills we provide become part of an ongoing and rigorous new culture of hiring.

TIME TOPICS

- 20% Explore, in depth, why so many hires fail and how head hunters have helped create mediocrity in a process that demands precise and pains taking skill. To understand the problems with “what is” in the world of hiring will open the door to new choices by those present. At this point, few leaders are aware of the possibilities in their control either in terms of the candidates available to them or in the actual hiring process itself.
- 20% The first and most logical step in hiring is determining the behavioral criteria essential for success. This goes far beyond base-line skills and knowledge. Most hiring failures result not from the lack of content knowledge, but, rather, from the inability to lead effectively.
- 50% The only way to learn the skills required is to experience the Power Interview process. As a result, individuals will learn to design hiring strategies that can dramatically differentiate among candidates. It will allow them to determine the difference between what a candidate says and what they can actually do. Demonstrating the essential skills and behaviors for the job will move from a story of what the candidate says vs. what the candidate can actually demonstrate.
- 10% The focus is on translating the skills learned during the day to the back home needs of the participants.

WHO SHOULD ATTEND

Any leader interested in reclaiming their role in the hiring process should come. It is a skill based, strategic program that enhances the quality of hiring.