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Who

THE A METHOD FOR HIRING

GEOFF SMART AND RANDY STREET

ghSMART.

Who The A Method For Hiring

Kathleen Armour



Who The A Method For Hiring:

Who Geoff Smart,Randy Street,2008-09-30 In this instant New York Times Bestseller Geoff Smart and Randy Street provide a simple practical and effective solution to what The Economist calls the single biggest problem in business today unsuccessful hiring The average hiring mistake costs a company 1 5 million or more a year and countless wasted hours This statistic becomes even more startling when you consider that the typical hiring success rate of managers is only 50 percent The silver lining is that who problems are easily preventable Based on more than 1 300 hours of interviews with more than 20 billionaires and 300 CEOs Who presents Smart and Street s A Method for Hiring Refined through the largest research study of its kind ever undertaken the A Method stresses fundamental elements that anyone can implement and it has a 90 percent success rate Whether you re a member of a board of directors looking for a new CEO the owner of a small business searching for the right people to make your company grow or a parent in need of a new babysitter it s all about Who Inside you ll learn how to avoid common voodoo hiring methods define the outcomes you seek generate a flow of A Players to your team by implementing the 1 tactic used by successful businesspeople ask the right interview questions to dramatically improve your ability to quickly distinguish an A Player from a B or C candidate attract the person you want to hire by emphasizing the points the candidate cares about most In business you are who you hire In Who Geoff Smart and Randy Street offer simple easy to follow steps that will put the right people in place for optimal success **SUMMARY - Who: The A Method For Hiring By Geoff Smart And Randy Street** Shortcut Edition,2021-06-02 Our summary is short simple and pragmatic It allows you to have the essential ideas of a big book in less than 30 minutes By reading this summary you will discover the secrets to successfully hiring the best recruits You will also discover that employees are a company s number one competitive advantage finding good candidates is a challenge interviews are often too random and lack methodology to be successful in recruitment it is necessary to define your search very precisely by giving the mission the objectives and the skills it implies For a company personnel decisions are decisive they influence its future success even more than strategy It s not just a matter of finding qualified people but of ensuring that they can play a specific role Recruitment errors are very frequent and can have serious consequences for the company only a rigorous method can avoid them This is presented here by Geoff Smart and Randy Street leaders of the management consulting firm ghSMART Buy now the summary of this book for the modest price of a cup of coffee **Who** Geoff Smart and Randy Street,2008 **SUMMARY** Edition Shortcut (author),1901 **The Holloway Guide to Technical Recruiting and Hiring** Osman (Ozzie) Osman,2023-08-15 Learn how the best teams hire software engineers and fill technical roles The Holloway Guide to Technical Recruiting and Hiring is the authoritative guide to growing software engineering teams effectively written by and for hiring managers recruiters interviewers and candidates Hiring is rated as one of the biggest obstacles to growth by most CEOs Hiring managers recruiters and interviewers all wrestle with how to source candidates interview fairly and effectively and ultimately motivate

the right candidates to accept offers Yet the process is costly frustrating and often stressful or unfair to candidates Anyone who cares about building effective software teams will return to this book again and again Inside you ll find know how from some of the most insightful and experienced leaders and practitioners senior engineers recruiters entrepreneurs and hiring managers who ve built teams from early stage startups to thousand person engineering organizations The lead author of this guide Ozzie Osman previously led product engineering at Quora and teams at Google and built and sold his own startup Additional contributors include Aditya Agarwal former CTO of Dropbox Jennifer Kim former head of diversity at Lever veteran recruiters and startup founders Jose Guardado founder of Build Talent and former Y Combinator and Aline Lerner CEO of Interviewing io and over a dozen others Recruiting and hiring can be done well in a way that has a positive impact on companies employees and every candidate With the right foundations and practice teams and candidates can approach a stressful and difficult process with knowledge and confidence Ask your employer if you can expense this book it s one of the highest leverage investments they can make in your team

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