

Team Mastery I: Recruiting and Hiring Amazing People



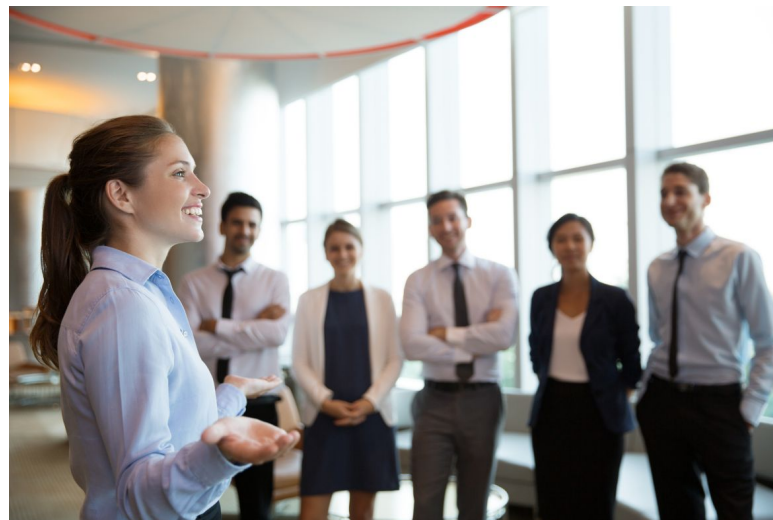
Facilitating COACH: Kris Sigmeth

1.

15 FRIDAYS

Viewed as # 1 Job

- Human capital = top priority
- Build a team
- Team builds the business



Organizational Chart

- Must know where people go
- Must have a timeline
- Creates vacuum/void



365 Non-Stop

- The next person, the next person, the next person...
- We're full = so what
- Pro sports team mentality



Proactive

- Hire slow, fire fast
- Reactive = scarcity
- Treat like marketing



Embrace Leverage

- Process does the work
- Systems run the business
- Year plan (discovery days, etc)



Deselective

- The process IS the filter
- Key is to find people who WANT to be here
- Context
- Selective = ego + no leverage



About Us = Challenge

- Let them measure themselves
- Values, beliefs, vision
- Enroll and inspire
- Online page



The Person

- absolute clarity
- attributes
- behaviour
- values



The Job

- Absolute clarity
- Handle things vs do things
- Watch your words



Answers to Test

- What success looks like
- How performance is measured
- How to win
- How to be excellent



HR Resource

- Goal posts keep changing
- Better to be sure
- Get support
- Policy first, then recruiting and hiring



Multiple Interviews

- group
- 1-2-1
- on-the-job
- social



Checks

- Background
- References
- Social Media
- Financial



14.

15 FRIDAYS

“There is no honeymoon period in this organization.”

- Excellent from day one
- Development scale



Assessments

- DISC
- Profile XT
- other...



90 Days to Productivity

- Training plan
- Core systems
- Policies
- Handbook



Want to discuss one or more of these concepts with an ActionEdge business coach one-on-one?

Request a Complimentary Coach-on-Deck Call (20 mins)

<https://actionedgebusinesscoaching.com/your-business-background-questionnaire/>