



Choose Your Talent Wisely: Hire Slowly, Fire Quickly

By **Margaret Graziano**, CPC, CTS, CERS

1. Topic of Presentation

Have you ever thought you hired John Wayne—only to find out that it was Woody Allen? Your hiring decisions can make or break your business, especially in today's fluctuating economy. What you don't know will cost you: training time, productivity losses, even company morale. A holistic approach to hiring means you can hire right the first time, every time.

2. Outline of Presentation

Learn the comprehensive approach to identifying your corporate human talent needs by isolating strategic objectives, as well as your tactical approach to getting there. Re-evaluate how you look at and think about your business.

Leverage your company's ability to achieve its maximum potential through your people by identifying their strengths and avoiding common hiring traps. Gain insight into the value of setting up an internal hiring process – that will attain specific holistic hiring methods that can save your company thousands of dollars per hire by hiring right the first time.

3. Takeaways

- Baseline approach to determining/evaluating team members capable of helping the company reach maximum potential
- Knowledge of key behaviors critical in the right hire
- The power of the 3-pronged selection approach
- Identify the Key Performance Indicators/SMART objectives that will align the correct people, foster success and impact the bottom line.