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Who The A Method for Hiring

THE SUMMARY IN BRIEF

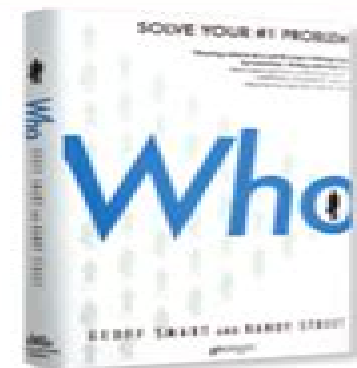
Every manager knows that hiring people is a tricky process with little room for error. After all, one bad hire can lower productivity, drive away customers and poison morale. In fact, the average hiring mistake costs a company \$1.5 million or more in hard costs and countless wasted working hours. This statistic becomes even more startling when one considers that the estimated hiring success rate for the typical manager is only 50 percent.

But bad eggs can be hard to detect during the interview process. Candidates can exaggerate or be less than forthcoming, and hiring managers often rely on out-dated interviewing methods that seem effective but don't produce enough reliable information before it's too late.

That's why Geoff Smart and Randy Street developed their A Method for Hiring, which is the focus of their book, *Who*. Based on more than 1,300 hours of interviews with more than 20 billionaires and 300 CEOs, the A Method explores the fundamental elements of the hiring process. It also offers step-by-step interview methods that help managers clarify their hiring needs and expectations, reveal more information about candidates, and help weed out B and C Players quickly. This ensures that new hires have the right skills and are cultural matches who are there for the long haul. The A Method helps source A Players, offers strategies for convincing A Players to come aboard and ultimately helps companies focus on *who* decisions as often as they focus on *what* decisions.

IN THIS SUMMARY, YOU WILL LEARN:

- How to avoid common "voodoo hiring" methods.
- How to clarify what you need.
- How to ask the right interview questions to dramatically improve your ability to quickly distinguish an A Player from a B or C candidate.
- How to attract the person you want to hire, by emphasizing the points the candidate cares about most.



by Geoff Smart
and Randy Street

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Mehlenbacher unpacks the complex relationships between instruction and technology while emerging as a sensitive guide to the frequently confusing and disparate landscapes of learning with technology Karen Schriver President KSA Communication Design Research **Financial Executive** ,1998 **The Definitive Drucker** ,2007 **The Rotarian** ,1993-01 Established in 1911 The Rotarian is the official magazine of Rotary International and is circulated worldwide Each issue contains feature articles columns and departments about or of interest to Rotarians Seventeen Nobel Prize winners and 19 Pulitzer Prize winners from Mahatma Ghandi to Kurt Vonnegut Jr have written for the magazine **The Marketing Gurus** Chris Murray,2006 Insightful summaries from 17 classic marketing books Since 1978 Soundview Executive Book Summaries has offered its subscribers condensed versions of the best business books published each year It has won acclaim and popularity for its services to business For the first time ever Soundview is bringing together summaries of 17 essential marketing classics in a single volume Includes information from The Tipping Point Purple Cow The Anatomy of Buzz Positioning Crossing the Chasm The Popcorn Report Kotler on Marketing and Relationship Marketing **Million Dollar Mailings** Denison Hatch,2023-05-01 Denny Hatch gives an exclusive inside s look at the art and science of direct mail creative technique copy approaches design formats offers unlike anything ever before assembled This new and updated edition includes an overview complete with illustrations of new trends in direct mail

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