

# GREAT WAYS TO HIRE GREAT PEOPLE

# WHERE APPLICABLE

- Courtship
- Friendship.
- Sales Team Building.
- Business vacancies.
- All relationships.

- Vacancy: Need to fill.
- Job Description: Priority.
- Number of persons required.
- Legal Qualifications:
- Option: Make do with Existing Staff.

- Resumption Date.
- Training needed.
- Attitude 90: Aptitude 10
- Aptitude is teachable.
- Describe ideal candidate on paper.

# **SOURCING CANDIDATES.**

- Within: Without: Phone contacts.
- Promotion from within: The Best.
- Staff contacts and friends.
- Generate Pool. Select from pool.

# OTHER SOURCES.

- Bill Board: Internet.
- Social network/Whatsapp/SMS/BBM/FB.
- Head Hunters. Newspaper/TV/Radio.
- Waiting List: Company Customers.
- Tracy Law of 3.

## DAY 1

- Hire Slowly: OR Repent at Leisure.
- Purpose of interview: Match-make.
- Panel: to get the match right.
- Begin with weeding.
- Do aptitude tests.

## DAY 2

- Panelist – About 5-7 people.
- Intellect versus intuition
- Mind versus Heart.
- Think versus Feel.



- Ladies: Natural interviewers.
- Ultimate choice: Intuition: Gut feelings.
- Recruitment form: Set Questions ahead.
- Pre talk: Pray. Boost morale: Feel Inspired: Motivated: Good feelings.

- Review the file.
- Calm the atmosphere.
- Spell Purpose.
- Introduce Panelist.
- Take history.

## CROSS EXAMINATION : ATTITUDE TEST

- Determine ambition/Vision/Goal.
- History of achievements/Results.
- Quiz on honesty, other values.
- Demand Prep to commit/Apply.
- Separate Determination from Desperation.

# THINKING TOOLS FOR PANELIST

- Harmony and Discipline/Teachability.
- Semblance Strategy.
- The SWAN Formula.
- The Sunday Family Dinner.
- The SWOT Analysis.
- The Liking factor.

## RISKY CANDIDATES

- Desperate Candidates. Gift Candidates.
- Negative Candidates: Problem Candidates.
- The 3<sup>rd</sup> Party Candidates.
- The Couple: Family members: Twins.
- Pitty Party Arrangements.

- The Curriculum Vitae.
- Professionally Prepared: Cut and Paste.
- Observe Achievement: hoppers: References:  
Pay: Wages.
- Request for Witnesses/Past co-workers.

## DAY 3

- The Group Interview
- The Job: Responsibility and Renumeration.
- Motto: Hire tough, manage with ease.
- Look, Listen, Learn.
- Observe and compare Reactions: Body chemistry.
- Avoid teaching, argument, coaching, blaming, complaining, judging.

- Company Introduction.
- Job Description. Demand of Job.
- Transfers: Rosters: Branches.
- Remuneration: Incentives: Commission: Allowances.
- People Growth Plans: Training.
- Accommodation: Cars: Pensions.



## **FURTHER CONFIRMATORY TESTS**

- Do rating on Interest.
- Employ the zero based thinking.
- Confirm improvement in interest.

# SALARY

- Determine the salary in advance.
- Asking Salary: Current pay. Previous Pay.
- Be flexible, Reasonable.
- Link salary rise to effectiveness.
- Probation: May be extended.

- Resumption Date: Do orientation. Introduction.
- Hands – on. The Buddy system. The Role Model.
- Start strong: Work Overload. Strength and Endurance.
- The one minute manager. Provide feedback.

- Shortcomings of Head Hunters.
- Scholastic selection process.
- Not Value Based.

## CONCLUSION

- Like Panelist: Like Candidates.
- Like Manager: Like Subordinates.
- Like General: Like Soldiers.
- Better Manager: Better Employees.
- Develop self, Develop Employees.
- Watch Differences in Development rates.

**THANK YOU.**