

Foolproof Hiring Virtual Workshop Agenda

9:00am - 4:30pm CT

Introductions
Defining Topgrading Impact of High Performers
Your Hiring Experience is Disappointing Defining A Players
Set the Standard – Hire A Players in Every Job
Exercise – Real Talent Needs
Exercise – Cost of Mis-Hires
Exercise - Measure Your Hiring Success
<i>Hiring Problem + Solution #1</i> Not Enough Applicants / Sourcing Best Practices Exercise – Realizing Your Network Potential Topgrading Process Overview
Lunch Break (30-minutes)
The Job Scorecard Exercise – Creating Measurables Using AI for Support
<i>Hiring Problem + Solution #2</i> You are Fooled into Hiring Low Performers / Why We Get Fooled PreScreen Snapshot and The Truth Motivator Exercise – PreScreen Snapshot (PSSS) Practice Exercise – Initial Phone Screen Practice
Break (10-minutes)
<i>Hiring Problem + Solution #3</i> Shallow, Un-Revealing Interviews / Conduct Topgrading Interviews Definition, flow, format, techniques, and questions Early Career Interview Practice Recent Career History and the Power in the Follow-up Questions Recent Career Interview Practice Scoring the Candidate
<i>Hiring Problem + Solution #4</i> Worthless Reference Calls / Candidate-Arranged Reference Calls
Q&A