

FOREWORD BY **CARL A. ALBERT**, Chairman & CEO, Fairchild Venture Capital

DAVID E. PERRY | **MARK J. HALUSKA**

HIRING GREATNESS

HOW TO

Recruit Your Dream Team

AND

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Hiring Greatness How To Recruit Your Dream Team And Crush The Competition

Jerome Ternynck



Hiring Greatness How To Recruit Your Dream Team And Crush The Competition:

Hiring Greatness David E. Perry, Mark J. Haluska, 2015-12-29 The Unprecedented Tell All Guide Through the Intricacies of Executive Recruitment The single greatest opportunity that an organization has to improve both performance and culture in one stroke lies in the hiring of a new executive the right executive The fresh thinking of a skilled leader has the potential to unleash innovation empower employees and generate wealth for the company Similarly a bad hire may mortally wound the organization and cause ripple effects throughout the entire economy Hiring Greatness contains valuable insider strategies and tactics previously only known to a handful of America's wealthiest elite head hunters to attract recruit and retain star executives Authors David E Perry and Mark J Haluska have completed more than 1800 search projects across five continents maintaining a 99.97% success rate and negotiating more than 380 million in salaries Like magicians unveiling the hidden tricks of the trade Perry and Haluska reveal How to systematically secure and retain the perfect talent for your company How to keep recruiters from poaching your star executives a good hire is relatively meaningless if they leave the company Twenty three questions you must ask a potential headhunter The language that makes your company the most compelling and how HR lingo can repel the best talent Four critical turnoffs that drive great candidates away from top companies One company created 3.8 million of market value each hour for six months simply by hiring the right leader Hiring Greatness takes you behind the scenes of one of the world's most profitable and secretive industries meticulously showing how any organization can make monumental hiring decisions that lead to massive success

Hiring Greatness David E. Perry, Mark J. Haluska, 2016-01-19 The Unprecedented Tell All Guide Through the Intricacies of Executive Recruitment The single greatest opportunity that an organization has to improve both performance and culture in one stroke lies in the hiring of a new executive the right executive The fresh thinking of a skilled leader has the potential to unleash innovation empower employees and generate wealth for the company Similarly a bad hire may mortally wound the organization and cause ripple effects throughout the entire economy Hiring Greatness contains valuable insider strategies and tactics previously only known to a handful of America's wealthiest elite head hunters to attract recruit and retain star executives Authors David E Perry and Mark J Haluska have completed more than 1800 search projects across five continents maintaining a 99.97% success rate and negotiating more than 380 million in salaries Like magicians unveiling the hidden tricks of the trade Perry and Haluska reveal How to systematically secure and retain the perfect talent for your company How to keep recruiters from poaching your star executives a good hire is relatively meaningless if they leave the company Twenty three questions you must ask a potential headhunter The language that makes your company the most compelling and how HR lingo can repel the best talent Four critical turnoffs that drive great candidates away from top companies One company created 3.8 million of market value each hour for six months simply by hiring the right leader Hiring Greatness takes you behind the scenes of one of the world's most profitable and secretive industries meticulously showing how any organization can make monumental

hiring decisions that lead to massive success **Executive Recruiting For Dummies** David E. Perry, Mark J. Haluska, 2017-03-02 Tips and strategies to fill executive level positions Recruiting for high end executives requires a special skill set and Executive Recruiting For Dummies is here to help you add this niche talent to your arsenal Whether you are an in house human resources manager or a professional recruiter at a search firm this friendly guide walks you through each step of filling that senior executive or other highly specialized position This book covers the globalization of talent and the advantages of executive recruiting It provides expert guidance on finding the right candidates conducting hardy screening and interviewing processes closing deals and more There are 10 000 000 businesses in America that hire at least one senior executive a year and most turn to commissioning a third party organization such as an executive search firm Rather than losing that next top tier recruiting job let Executive Recruiting For Dummies show you how to add this highly desirable and sought after skill to your resume Learn to recruit with precision Create a robust interview process Close the deal with a winning offer Find out how to work with professional recruiters Discover how to find the best talent and retain and attract clients with the help of Executive Recruiting For Dummies Building a Winning Team Joseph Jones, Salome Thomas-EL, T.J. Vari, 2019-11-15 Building a Winning Team is about the critical need for schools and districts to promote a positive reputation for the community in which they serve There is a growing need to recruit and retain teachers in the field of education and this book addresses new ways to approach what we call the talent equation We provide stories from real practitioners along with new and innovative ways to approach vision work branding culture recruitment human resources and more This book combines the research theory and practical application in both a how to guide for implementation and the inspiration needed to grow your team to be the best that they can be At the heart of this book is the notion that great schools consist of great teams that have a winning mentality If you are looking for new ways to tell your school's story develop an award winning reputation and recruit top talent this book is perfect for you *Hiring Bible* David E. Perry, 2015 **Hire Your Dream Team** Kurt Michael Weyerhauser, 2017 A vital guide for hiring managers at all rungs of the corporate ladder who want to learn how to recruit star talent and want to understand their proper role in the process Hire Your Dream Team Kurt Michael Weyerhauser, 2017-12-06 BUSINESS TALENT RECRUITMENT Hire Your Dream Team is a critical 10 step guide to recruiting star talent written for hiring managers at every rung of the corporate ladder Talent acquisition is no longer the domain of human resources and executive recruiters The best hiring managers know that landing top talent requires their active involvement along with a simple set of best practices International executive recruiter KURT WEYERHAUSER shares insights into what the best hiring managers are doing to land top talent *High Velocity Hiring: How to Hire Top Talent in an Instant* Scott Wintrip, 2017-04-07 Win the war for talent by building an army of ready to deploy candidates An employee leaves and you post the open position Resumes trickle in You interview a few candidates No one fits the bill The next thing you know three months have passed and that desk is still empty Nothing drives business success like a staff of talented

productive employees So why accept a hiring process that fails you time and time again Well there s one person who doesn t Scott Wintrip And in High Velocity Hiring he provides the tools and systems for creating a hiring process designed for today s fast paced talent deficient landscape Using the proven methods Wintrip has applied at some of today s more forward thinking companies you ll hire top employees faster and smarter High Velocity Hiring replaces the old worn out way of hiring with the simple but revolutionary approach of actively cultivating top talent before positions open The old way is slow and inefficient Wintrip s way is dynamic and proven effective You ll enrich and maintain a flow of high quality candidates harness this flow by identifying the most talented people and channel it into a pool of ready to hire prospective employees More than ever hiring the best people requires foresight planning alertness and decisive action With High Velocity Hiring you have everything you need to seize the high ground in the war for talent and maintain it for long term growth and profitability

Hire Smart from the Start Dave Carvajal,2018 Successful business owners don t hire just for immediate needs They do so with a focus on future flourishing Recruit Rockstars Jeff Hyman,2017-11-06 Ninety percent of business problems are actually recruiting problems in disguise If you re filling your company s vacant positions with B Players you re playing with fire Instead hire Rockstars to build an organization with limitless potential Recruit Rockstars shows you how to find hire and keep the best of the best Top tier executive recruiter Jeff Hyman has hired more than three thousand people over the course of his career Now he reveals his bulletproof 10 step method for landing the very best talent based on data instead of gut feel From sourcing and interviewing to closing and onboarding you ll learn how to attract winners like a magnet and avoid the mistakes that result in bad hires Assembling a team of driven and innovative Rockstars is the most powerful competitive advantage you can have in today s ever changing business world Recruit Rockstars will help you nail your numbers impress your investors and crush your competitors

How to Hire A-Players Eric Herrenkohl,2010-04-12 How to find great employees make great hires and take your business to the next level It is always easy to find people who want a job but it s never easy to find and hire A players In How to Hire A Players consultant Eric Herrenkohl shows owners executives and managers of small and medium size businesses where and how to find A player employees It is these individuals who will help keep quality high and growth and profits strong Herrenkohl explains how to use your existing marketing sales and networking efforts to find top candidates He provides current examples of companies that consistently hire A players without big recruiting departments as well as step by step explanations for making these strategies work in your own company Shows you how to find and hire top employees Ideal for owners of small businesses executives and managers of large businesses as well as corporate recruiters and HR specialists who need new ideas Herrenkohl s client list includes privately held businesses in over 50 industries as well as big corporate names like Bank of America Edward Jones and Northwestern Mutual Life A player employees are the life blood of any growing business This handy hiring guide shows you where to look what to ask and who to hire to boost your business today Recruit Rockstars Jeffrey D. Hyman,2018 **How to Hire and Keep Great**

People Mitch Gray,2021-05-10 People take a job for money They stay because of purpose The very people you need the most are often the ones walking out the door faster than you can hire In *How to Hire and Keep Great People* Mitch Gray teaches you how to lay the foundation of culture in your organization that will empower your team and ignite growth *How to Hire and Keep Great People* is your new guidebook for Designing great culture Finding great people Building an all star team Understanding the real reason people work Your 1 priority as a leader is to empower your people When people feel empowered they feel motivated When they feel motivated they become inspired When they become inspired they perform at incredibly high levels

Hiring Success Jerome Ternynck,2020-02-11 Who you hire defines everything from business success down to who you are as a leader That's why hiring top talent is the 1 priority of most CEOs and yet studies show that the majority don't believe they recruit highly talented people As the talent economy continues to evolve CEOs need to adapt the way they compete for talent in order to keep up As a current SaaS CEO and former recruiter Jerome Ternynck packs 30 years of learnings and differentiated recruiting strategies into *Hiring Success* to provide CEOs a future ready perspective for talent You'll walk away with the ability to attract select and hire the best talent at a global scale on demand leading to hiring success now and in the future

How to Think About Hiring: Play Smarter to Win the Talent Game Lex Sisney,2015-07-15

This is a book about breakthrough thinking in hiring and talent management It's designed specifically for CEOs department heads hiring managers and anyone else seeking an edge in how they think about hiring It will equip you with a powerful framework for understanding who to hire who not to hire and how to build a high performing team The framework that you'll learn is simple powerful and timeless No matter how complex or chaotic the world of talent management might seem on the surface there are some basic principles at work underneath it When you understand the principles you can execute a winning process

Key Takeaways Avoid the most common hiring mistakes Find and recruit better talent faster Ask the interview questions that really matter Use a hiring draft board to choose the best hires Make hiring a strategic business advantage

Executive Recruiting For Dummies David E. Perry,Mark J. Haluska,2017-03-02 Tips and strategies to fill executive level positions Recruiting for high end executives requires a special skill set and *Executive Recruiting For Dummies* is here to help you add this niche talent to your arsenal Whether you're an in house human resources manager or a professional recruiter at a search firm this friendly guide walks you through each step of filling that senior executive or other highly specialized position This book covers the globalization of talent and the advantages of executive recruiting It provides expert guidance on finding the right candidates conducting hardy screening and interviewing processes closing deals and more There are 10 000 000 businesses in America that hire at least one senior executive a year and most turn to commissioning a third party organization such as an executive search firm Rather than losing that next top tier recruiting job let *Executive Recruiting For Dummies* show you how to add this highly desirable and sought after skill to your resume Learn to recruit with precision Create a robust interview process Close the deal with a winning offer Find out how to work with professional

recruiters Discover how to find the best talent and retain and attract clients with the help of Executive Recruiting For Dummies *Hire Higher* Andrea Hoffer,2022-03-11 When you're ready to take your business to the next level it's time to hire a Dream Team Hire Higher is your guide to making smart strategic hires that will help your business grow Written by Andrea Hoffer who has years of experience helping businesses find and hire the right people this book provides step by step guides for hiring now and in the future So whether you're looking to expand your team or just want some tips on how to make smarter hire Hire Higher has you covered Allison Maslan CEO Pinnacle Global Network Hiring the best people for your company can be tough You don't want to make a mistake and hire the wrong person but you also don't want to spend months or years trying to find the perfect candidate That's where Hire Higher comes in This book offers proven strategies and a proactive approach to hiring so you can find the perfect person for the job With helpful exercises and real life success stories you'll be able to identify your ideal employee and make the best hire possible In this comprehensive guide Andrea Hoffer provides clear and concise instructions for assembling a Dream Team that will help you reach your goals With her expert advice you can confidently hire the best talent for your company no matter what stage of growth you're in In Hire Higher recruitment and retention expert Andrea Hoffer shares with you Common hiring mistakes and how to avoid them How to Discover who you truly need How to attract your ideal candidates so they are knocking down your door How to spot the BEST candidates Making an Offer that closes the deal Onboarding for long term success Plus the book includes a THREE MONTH FREE subscription to Andrea's Dream Team Membership Portal a community of business owners and leaders looking for support in building their team with access to valuable tools and resources With Hire Higher you'll be able to find the perfect candidate in no time About The Author Andrea knows that great businesses are built on strong teams That's why she founded AHA Recruiting Experts a company dedicated to helping leaders attract and retain the best people for their companies so they can focus solely on what really matters growing their business Andrea is a businesswoman with over three decades of experience She's managed hundreds of employees and knows first hand the everyday challenges of motivating a team exceeding customer expectations and meeting business and revenue goals As a business owner she struggled with high turnover and a lack of good candidates After some research into hiring best practices from around the world including a lot of trial and error she perfected a hiring process that gets results Now Andrea is using her experience to help companies recruit hire and onboard new team members successfully without wasting time or money on poor hires that don't work out Andrea is passionate about her work and enjoys helping others achieve their goals **Recruiting Top Talent** Barrett Williams,ChatGPT,2025-02-13 Unlock the secrets of the recruitment world with Recruiting Top Talent your ultimate guide to mastering the art and science of hiring in today's dynamic job market This insightful eBook takes you on a journey to understand and navigate the complexities of modern talent acquisition Dive into Chapter 1 as it explores the evolving talent landscape offering a fresh perspective on workforce demographics and the impact of technology on recruitment Learn how

employer branding can significantly influence your hiring success In Chapter 2 discover strategies to define and track key recruitment metrics Understand how to analyze candidate sources effectively ensuring your pipeline is filled with top quality candidates Refine your approach with Chapter 3 s tips on crafting job descriptions that capture attention Discover how to maximize the effectiveness of job boards and platforms while harnessing the power of social media to reach potential hires Explore Chapter 4 to unlock the untapped potential of passive candidates utilizing innovative outreach strategies and nurturing long term relationships Enhance every candidate s journey in Chapter 5 with insights on improving the application process maintaining clear and effective communication and creating a positive interview experience Leverage the cutting edge tools discussed in Chapter 6 to streamline recruitment using technology and automation including ATS and AI Embrace inclusivity with Chapter 7 s guide to implementing diverse hiring practices overcoming biases and ensuring an equitable evaluation process Chapters 8 and 9 are designed to help you build an effective recruitment team and scale your hiring practices to meet rapid growth demands without compromising on quality Dive deeper into employee retention in Chapter 10 focusing on onboarding engagement strategies and continuous development opportunities Finally look ahead with Chapter 15 s foresight into future trends preparing you for automation remote work and the gig economy Recruiting Top Talent is your comprehensive resource to not only attract but also retain the brightest minds in your industry Transform your hiring strategy and stay ahead of the competition today Million-Dollar Hire David P. Jones,2011-02-14 Tools for translating recruiting and hiring decisions into financial returns Even in a down economy U S business and government make millions of hiring decisions every year Every decision carries risk Every hire is an investment Ideally every one pays a return In today s demanding environment companies no longer have room to get it wrong Million Dollar Hire shows how leading companies have re-invented themselves beat their competition and added millions to their bottom lines with re-engineered recruiting and hiring practices Using practical real world illustrations it shows that there are tools to treat every hiring decision with the same focus a business applies in acquiring other high value assets Shows how new technologies and social networking tools are being used to spider the Internet and find the best candidates before the competition Explains how different approaches to candidate screening translate to different levels of financial return to a business Reveals how to estimate the financial payoff for every hire and how to avoid legal challenges This is an invaluable tool for CEOs CFOs COOs and HR professionals who want to revamp what is often one of the least sophisticated parts of a business the ways it finds talent

Talent Makers Daniel Chait,Jon Stross,2021-03-30 Powerful ideas to transform hiring into a massive competitive advantage for your business Talent Makers How the Best Organizations Win through Structured and Inclusive Hiring is essential reading for every leader who knows that hiring is crucial to their organization and wants to compete for top talent diversify their organization and build winning teams Daniel Chait and Jon Stross co founders of Greenhouse Software Inc provide readers with a comprehensive and proven framework to improve hiring quickly substantially and measurably Talent

Makers will provide a step by step plan and actionable advice to help leaders assess their talent practice or lack thereof and transform hiring into a measurable competitive advantage Readers will understand and employ A proven system and principles for hiring used by the world s best companies Hiring practices that remove bias and result in more diverse teams An assessment of their hiring practice using the Hiring Maturity model Measurement of employee lifetime value in quantifiable terms and how to increase that value through hiring The Talent Makers methodology is the result of the authors experience and the ideas and stories from their community of more than 4 000 organizations This is the book that CEOs hiring managers talent practitioners and human resources leaders must read to transform their hiring and propel their organization to new heights

Unveiling the Energy of Verbal Artistry: An Psychological Sojourn through **Hiring Greatness How To Recruit Your Dream Team And Crush The Competition**

In some sort of inundated with screens and the cacophony of instant interaction, the profound power and psychological resonance of verbal art often diminish into obscurity, eclipsed by the constant assault of sound and distractions. However, located within the lyrical pages of **Hiring Greatness How To Recruit Your Dream Team And Crush The Competition**, a captivating work of literary beauty that pulses with raw thoughts, lies an remarkable journey waiting to be embarked upon. Penned with a virtuoso wordsmith, this exciting opus guides viewers on a psychological odyssey, delicately exposing the latent potential and profound influence stuck within the complex web of language. Within the heart-wrenching expanse of the evocative examination, we will embark upon an introspective exploration of the book is main subjects, dissect their fascinating publishing model, and immerse ourselves in the indelible impact it leaves upon the depths of readers souls.

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