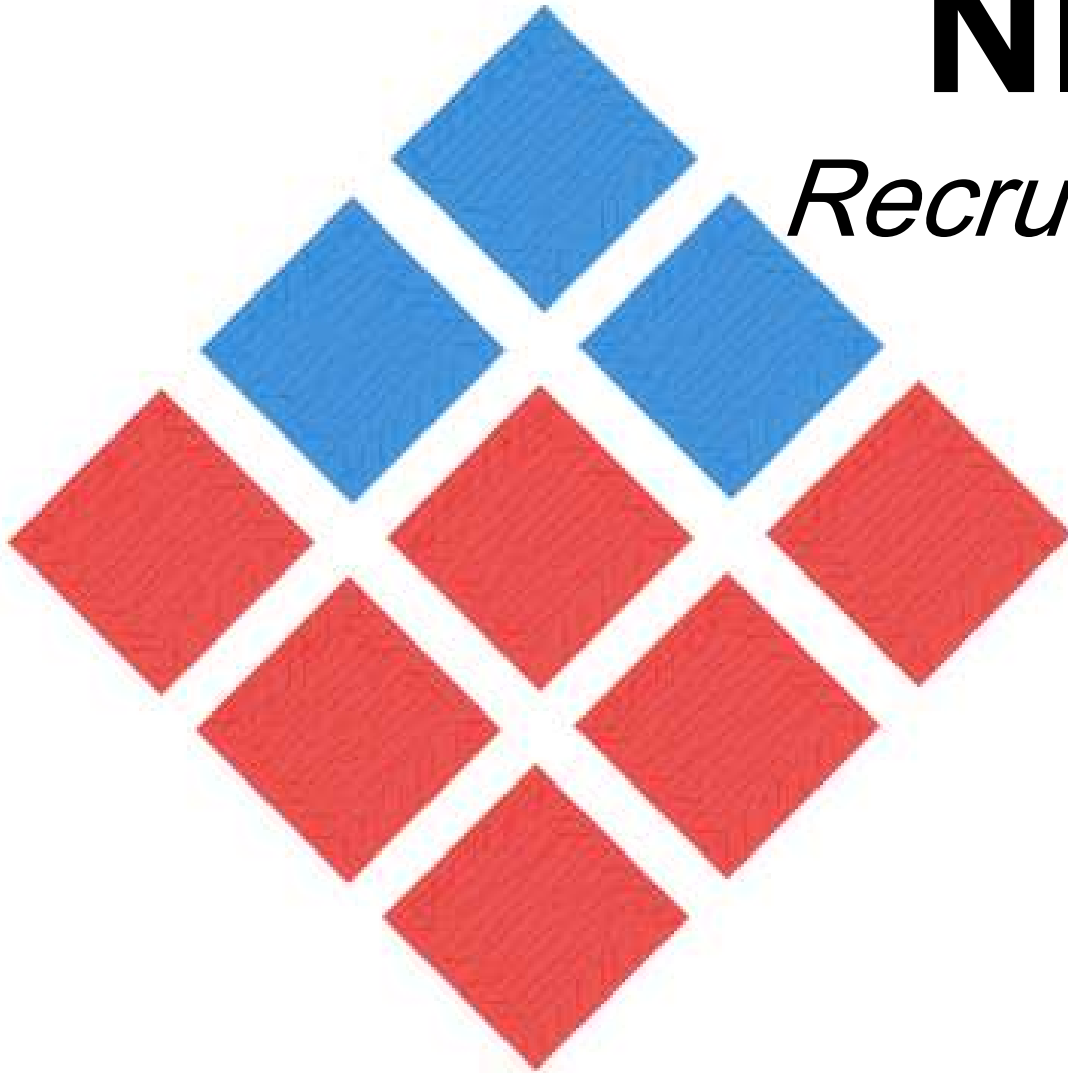
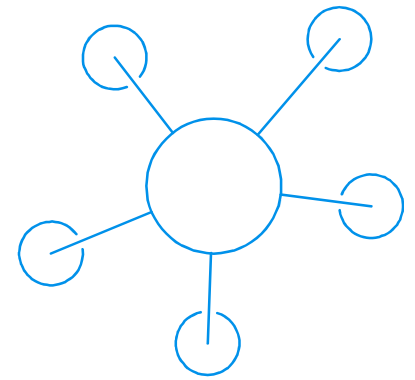

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Recruiting Rock Stars!



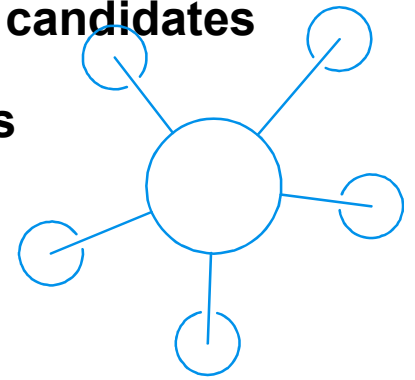
Rock Star Recruiting: Why?

- ◎ Hiring the wrong person is very expensive, we want to improve the odds
- ◎ We want to help companies build a loyal, happy, high-performance employees
- ◎ Great hires, lead to additional great hires
- ◎ Differentiates your company
- ◎ Creates consistent revenue and profit performance



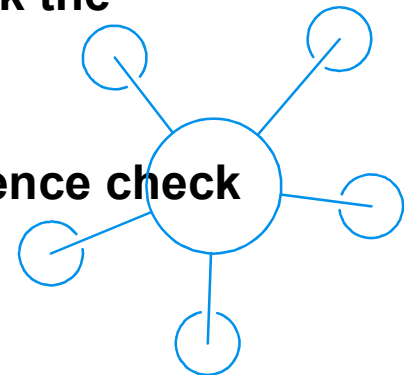
Rock Star Recruiting: What?

- ◎ **Build consistency in the profile and your interview process**
- ◎ **Identify the competencies that an individual needs to be successful in your company**
- ◎ **Define “must have DNA” for your company- if the candidate doesn’t have these traits, they don’t work here- no exceptions**
- ◎ **Train your team on how to use the recruiting and behavioral interviewing processes and always be identifying possible candidates**
- ◎ **Successfully on board and develop your Rock Star Sellers**



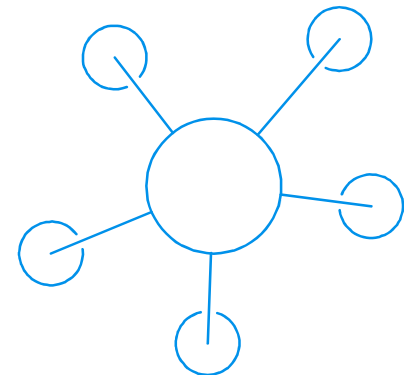
Rock Star Recruiting: How?

- ◎ Define competencies through a process, brainstorming with the stakeholders
- ◎ Using “must have DNA” define the values of your company through a brainstorming session with the same stakeholders
- ◎ Create a structured, rigorous interview process that gives you measurable, repeatable success
- ◎ Build out behavioral interview questions and forms to track the progress
- ◎ Create a “test drive” for the candidates and a strong reference check



Rock Star Recruiting: Where?

- ◎ Rock Stars are not necessarily looking for a job
- ◎ Create an invitation to work for your company
- ◎ 150-20-3-2-1 Rock Star Hire
- ◎ Ideally 20% of your hires should come from your network
- ◎ Best in class companies- 50% come from employee referrals
- ◎ Job boards likely will fuel 10% of your hires
- ◎ Recruiters can fill 20% of your hires



Rock Star Recruiting

© What question can I answer for you?

