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RECRUITMENT



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Topgrading Interview Guide: Examples & Process

Topgrading Interview Guide

David Baud



Topgrading Interview Guide:

Topgrading (revised PHP edition) Bradford D. Smart, Ph.D., 2024-10-29 Great companies don't just depend on strategies they depend on people The more great people on your team the more successful your organization will be But that's easier said than done Statistically half of all employment decisions result in a mishire The wrong person winds up in the wrong job But companies that have followed Bradford Smart's advice in Topgrading have boosted their successful hiring rate to 90 percent or better giving them an unbeatable competitive advantage Now Smart has fully revised his 1999 management classic to reintroduce the topgrading concept which works for companies large and small in any industry The author spells out his practical approach to finding and managing A level talent as well as coaching B players to turn them into A players He provides intriguing case studies drawn from more than four thousand in depth interviews As Smart writes in his introduction All organizations all businesses live or die mostly on their talent and any manager who fails to topgrade is nuts or a C player Those who way deep down would sooner see an organization die than nudge an incompetent person out of a job should not read this book Topgrading is for A players and all those aspiring to be A players On the web <http://www.topgrading.com>

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BRAD HELPED US DEVELOP THE TOOLS TO PICK A PLAYER LEADERS AT GE JACK WELCH Great companies large and small rise or fall because of their talent the more high performers on your team the more successful your organization will be Of course that's easier said than done Research shows that only about 25% of all new hires turn out to be high performers But companies that have used Brad Smart's Topgrading system over the past two decades have boosted their hiring success rates dramatically sometimes even to 90% Three huge problems account for the typical poor results in hiring dishonesty via deceptive resumes incomplete information via shallow interviews and lack of verifiability via biased references Topgrading shows how to solve all three problems Instead of hiring by your gut reactions to resumes and interviews you can start using a scientifically honed process that compels candidates to be totally honest Smart one of the world's foremost experts on hiring has personally helped hundreds of companies double triple or even quadruple their hiring success rates His clients have ranged from global giants such as General Electric and Honeywell to midsize and small businesses in every field imaginable and to not-for-profits such as the American Heart Association And hundreds of thousands of readers have applied the lessons and tools of the first two editions of Topgrading The Topgrading system makes hiring easier faster and more successful than any other process And it works at every level from the front lines to senior management For the first time in seven years Smart has fully revised and updated Topgrading with many new tools techniques and case studies This edition now features 40 companies of all sizes across a wide range of industries and home countries It's the most advanced and useful version of Topgrading ever The third edition includes Simplified Topgrading methods for entry level jobs The new Topgrading Snapshot which screens out weak candidates in just 15 seconds The latest version of the acclaimed Topgrading Interview script Case studies from 35 companies not featured in any previous edition Many additional innovations created by Topgraders

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Topgrading Interview Guide Book Review: Unveiling the Power of Words

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