

SELECTING ACHIEVERS™ Hire Smart to Build a Great Company

Companies and executives routinely declare that people are the single most important asset of an organization, yet selection practices often fall short in attracting and retaining top talent. The costs of poor selection can be extreme and extend far beyond the hard costs.

Selecting great people is one of the most important actions leaders take to create successful and growing organizations. Talent acquisition is more than finding people with the right technical skills and experience for the job. Leaders must find people that use their skills to work smart, have the commitment to work hard, and demonstrate the personality skills to work together as a team.

Selecting Achievers™ offers a proven, powerful framework for attracting, developing and retaining great people. You will learn a suite of techniques and concepts to evaluate candidates and find successful and productive members for your team. Additionally, you will acquire strategies for evaluating your current team for promotion, demotion, reconfiguration and, when necessary, deselection. Selecting Achievers™ provides companies strategies to identify people who will excel in your organization and who will work to accomplish your goals. Finding, growing and retaining an effective team contributes tremendously to your bottom line.

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The seminar was very effective at helping leaders understand their key role in driving and owning the selection process. I would strongly recommend that leadership teams attend together especially if selection has not been a corporate priority in the past. Dr. Bell does an excellent job of positioning selection as a top priority both in and outside of work!

– Amy Bastuga,
Vice President, Human Resources,
Radio Flyer, Inc.

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YOU WILL LEARN TO:

- **Implement key techniques to select Achievers™ and ensure their success.**
- **Identify the critical elements of the work that needs to be done and the skills required, enhancing the potential that you will find the right fit for the right job.**
- **Measure a candidate's skills and behavior patterns during the interview process.**
- **Determine a candidate's technical skills, commitment ability, and personal/leadership strengths.**
- **Measure the match between candidates and the job.**
- **Decide when and how to promote, demote, reconfigure and deselect within the broader context of your company's goals.**

» WHO SHOULD PARTICIPATE

— Talent management professionals who develop selection strategies

— Recruiters who want to improve their selection processes and interview techniques

— HR managers and generalists responsible for recruiting, retaining, and engaging employees

— Executives and business owners who want to contribute more to their company's bottom line by selecting talent effectively and avoiding hiring mistakes