

# Selecting Achievers™

HIRE SMART TO BUILD  
A GREAT COMPANY

## PROGRAM SUMMARY

Talent acquisition and retention requires more than just finding people with the relevant skills and experience for the job. It's critically important that those selected also fit the culture of the business and will use their skills to work smart, have the commitment to work hard, and demonstrate the interpersonal ability to work well with others.

To be truly successful, talent acquisition and development needs to involve *everyone* in the organization. This requires skills that many leaders and team members have never had the opportunity to develop. Selecting Achievers offers a proven and powerful framework that equips everyone in the organization with the critical skills needed to attract, develop, and retain great people.

## LEARNING OBJECTIVES

- Build a selection system and scalable process individualized for a team's or organization's needs.
- Create clear and specific job designs that encompass the critical work components and corresponding skills required.
- Conduct effective interviews to determine a candidate's technical skills, commitment ability, and personal / leadership strengths.
- Measure the match between a candidate's skills and behavior patterns and the job.
- Plan strategically for when and how to promote, demote, reconfigure, and deselect within the broader context of company goals.



## PROGRAM DETAILS

### Date & Time:

November 6-7, 2024

Day 1: 8:30a.m.-5:00p.m.

Day 2: 8:30a.m.-3:30p.m.

### Participant Fee:

\$3,895

Fee includes tuition, continental breakfast, lunch, snacks and program materials.

### Location:

The Carolina Inn

211 Pittsboro St.

Chapel Hill, NC 27516

### Contact:

Call: (919) 967-7904

Email: [info@BellLeadership.com](mailto:info@BellLeadership.com)

Visit: [BellLeadership.com](http://BellLeadership.com)

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## WHAT TO EXPECT

Participants complete a targeted pre-program assignment to study past hiring and selection practices and analyze the strengths and weaknesses of current selection methods.

This in-person program is a hands-on, highly engaging experience that includes a live candidate interview demonstration and the opportunity to build skills by practicing interviewing techniques.

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*If we have a quote, this would be a great place for it, I think the one on the website might be to JB-centered*

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Name  
Title

## WHO SHOULD ATTEND?

Anyone who is currently or needs to be involved in their organization's hiring and selection processes will benefit:

- Senior leaders wanting to gain insights into how prioritizing strategic hiring can align with overall business goals.
- Mid-level managers seeking to build skills to identify and recruit talent that boosts their teams and reduces turnover.
- Individuals looking to learn interviewing techniques to effectively assess candidates, enhancing the value they bring to their teams.

## PROGRAM BENEFITS

- Enhanced ability to find, grow, and retain fully committed team members.
- Higher employee retention resulting in lower overall hiring costs.
- Greater role alignment, resulting in higher levels of productivity and collaboration.
- Increased prioritization and deeper commitment to hiring and selection throughout the organization.

## BELL LEADERSHIP TRAINERS, SPEAKERS, AND COACHES

Each member of our training team has a unique background, bringing a depth of experience and wealth of knowledge to Bell Leadership. All are true experts in the field of leadership, drawing from extensive professional experiences to compliment and expand upon the proprietary curriculum and coaching of the Bell Leadership Institute. This expertise ensures that our training programs are not only grounded in proven principles but also infused with real-life insights and practical wisdom.



**Dr. Gerald Bell**  
Founder and CEO

- M.S. and Ph.D. from Yale University
- B.S. and M.S. from the University of Colorado Boulder
- Honoree of the Gerald D. Bell Distinguished Professorship in the Kenan-Flagler Business School



**Jon Player, JD, MSPH**  
Leadership Trainer, Speaker & Coach

- J.D., cum laude, from the University of Richmond School of Law
- M.S. in Environmental Health from University of North Carolina Gillings School of Public Health
- B.S. in Biology from University of North Carolina Chapel Hill



**Bill Sanford, M.S.**  
Senior Executive Leadership Trainer

1. M.S. in Comparative Politics from London School of Economic and Political Science
2. M.S. in Conflict Analysis and Resolution from the Jimmy Roseland Carter School for Peace and Conflict Resolution at George Mason University
3. Morehead Scholar recipient from the University of North Carolina at Chapel Hill



**Susan Gisler, PT, DPT, MHA**  
Leadership Trainer, Speaker & Coach

- MHA from University of North Carolina, Gillings School of Public Health, Executive MHA Program
- Doctorate of Physical Therapy from Andrews University
- B.S. Ed. in Exercise and Sports Science from the University of Georgia