

1. Record Nr.	UNINA9910830772603321
Autore	Perry David E. <1960->
Titolo	Hiring greatness : how to recruit your dream team and crush the competition / / David E. Perry, Mark J. Haluska
Pubbl/distr/stampa	Hoboken, New Jersey : , : Wiley, , 2016 ©2016
ISBN	1-119-14746-8 1-119-14745-X
Edizione	[1st ed.]
Descrizione fisica	1 online resource (255 p.)
Disciplina	658.3/11
Soggetti	Employee selection Employees - Recruiting Personnel management Success in business
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Intro -- Praise Page -- Title Page -- Copyright -- Table of Contents -- Dedication -- How to Maximize Your Use of this Book -- Foreword -- Preface -- Chapter 1: Great Expectations: Defining Value -- Why Hiring Greatness Matters -- Height of Value: Knowing What's Important -- Sight of Value: Finding What's Important -- Flight of Value: Get What's Important -- The "Perfect Storm" -- Notes -- Chapter 2: Architects of Success: Setting Up the Search Committee -- How to Form a Functional Search Committee -- How to Select a Search Committee Chairperson -- Duties of the Search Committee Chairperson -- Chapter 3: Preparation: RecruiterNomics -- The Importance of Due Diligence -- The Job Description-Your Foundational Document -- Creating the Position Profile -- The Confidential Candidate Brief -- Your Interview Guide -- Notes -- Chapter 4: Positioning the Opportunity: The Quick and the Dead -- It's Go Time! -- Search Research: The Black Box -- Benchmarking -- Attracting the A-Players -- Recruiting and Screening -- Closing on the First Face-to-Face Interview -- Tradecraft -- Notes -- Chapter 5: Finding the Right Fit: Lions Don't Need to Roar -- The Importance of Planning -- Interview Etiquette-Putting Your Best Foot

Forward -- How to Shape a Robust Interview Process -- The Quick and the Dead -- The Five Pillars of Success -- Four Common Failures to Avoid -- A Progressive Two-Stage Interview Process -- Face-to-Face Interview with Two Recruiters -- The Search Chair Interview -- The Ultimate Hiring Authority's Interview -- The Search Committee Interview -- The Candidate's Business Presentation -- Notes -- Chapter 6: Due Diligence: Don't Hire a Liar -- Catch Me If You Can -- Negligent Hiring -- Profile of a Good Reference -- The Main Event -- Setting the Stage -- Tactics to Enhance Your Reference Checking -- How to Evaluate References Effectively.

Chapter 7: Sealing the Deal: The Future Is in Your Hands -- Five Rules to Developing a Winning Offer -- Presenting the Offer -- The Best Candidates Have the Shortest Shelf Lives -- How to Extend the Honeymoon Period Indefinitely -- Counteroffers -- Conclusion -- Notes -- Epilogue: All In: Touched by Greatness -- Note -- Acknowledgments -- About The Authors -- Appendix A: Position Profile -- Executive Search Mandate -- Appendix B: Confidential Candidate Brief -- Working with Perry-Martel International Inc -- Index -- End User License Agreement.
