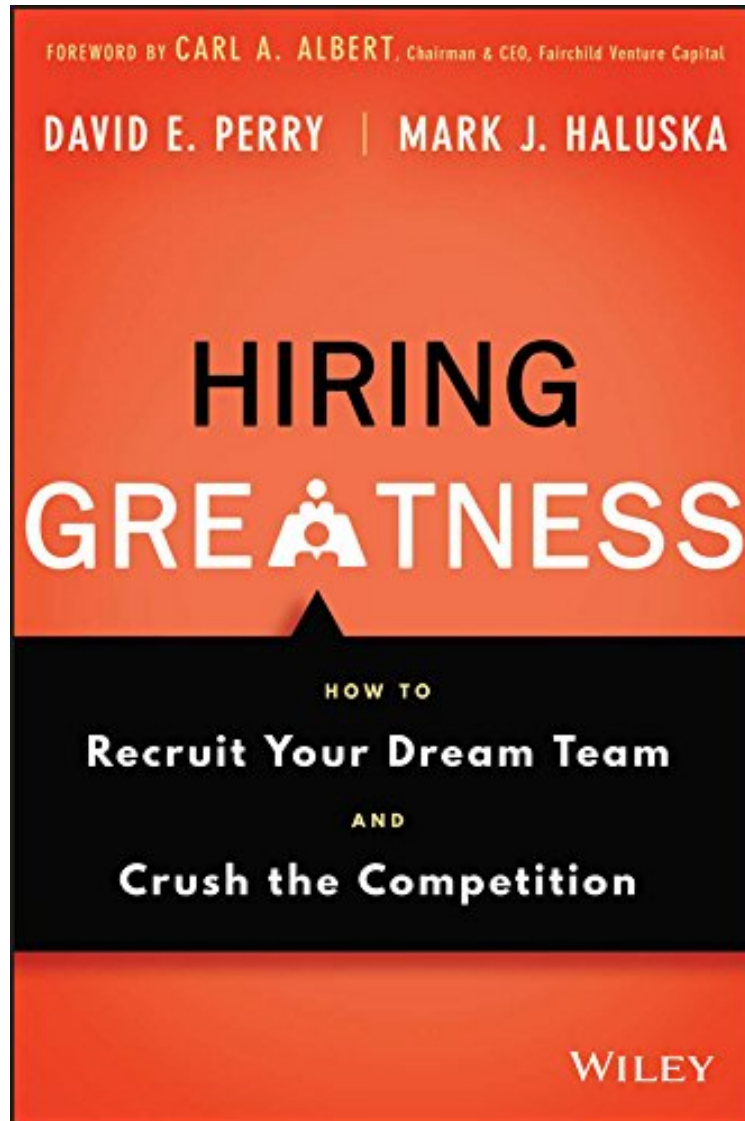


[Free read ebook] Hiring Greatness: How to Recruit Your Dream Team and Crush the Competition

Hiring Greatness: How to Recruit Your Dream Team and Crush the Competition

David E. Perry, Mark J. Haluska

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David E. Perry, Mark J. Haluska : Hiring Greatness: How to Recruit Your Dream Team and Crush the Competition before purchasing it in order to gauge whether or not it would be worth my time, and all praised Hiring Greatness: How to Recruit Your Dream Team and Crush the Competition:

4 of 4 people found the following review helpful. Hiring Greatness ndash; by design; not chanceBy Skip FreemanToday's reality - never have there been as many people potentially wanting a new opportunity; never has there been such a challenge in discerning greatness (top talent) from average.Hiring greatness is the most critical

business activity that we must get right. David Perry and Mark Haluska clearly define a systematic proven process that unequivocally identifies, qualifies, attracts, lands, and retains greatness for you; greatness that exponentially accelerates and improves your bottom line. In early 2016 there are 149 million employed people in the US. Anywhere between 61% and 67% are interested in a new career opportunity this year based upon several major surveys by LinkedIn, CareerBuilder, and others. Taking the midpoint of the range means there are 95 million people interested in new jobs/careers. The top 25% is, well, the top 25%! So how does one discern top talent from average? How do we get past dazzling resumes, credential creep, well-honed interviewing skills, and staged references to really find out who is beneath the surface? And for the remaining 54 million currently employed people who aren't necessarily looking at new job/career opportunities; how do we identify and awaken the top talent in that grouping to consider our open position? These are the journeys that David and Mark take us on in *Hiring Greatness*. From start to finish; from having a critical hiring need to filling the opening to reaping the rewards of great execution; David and Mark layout a strategic plan supported by concrete specific tactical tools that will, without question, improve anyone's current hiring process. I have had the privilege of having a preview copy of *Hiring Greatness* for about a month now. (Today, as it has officially become available, I bought 3 copies for both team members and a client of ours.) As a recruiting firm ourselves, we have already woven a number of the tools into the fabric of our own hiring methodology to improve the candidate quality and hiring process for several of our clients. On top of that, the book is a good and enjoyable read. David and Mark take us step-by-step on an executive search they conduct as a first hand illustration of how to apply the concepts. The book isn't academic. It is extremely practical in its application and illustration of how to truly discern top talent (greatness) from counterfeit and move your probability of the right hire to 99.97%. (Perry-Martel has conducted 1000 executive searches with a 99.97% success rate; unprecedented anywhere!) 2 of 2 people found the following review helpful. Required reading for anyone who is serious about hiring the best talent.

By Adam Kaplan
As an Executive Search consultant, I thought I had my recruiting methodology set -- until I read *Hiring Greatness* by Perry and Haluska. In it, I learned about the following concepts critical to an exceptional placement: - The Benchmark Candidate. An effective search process requires complete alignment on the hard and soft skills required for the role. The only way to do this is for the client (Search Chair) and the search consultant to have a benchmarking interview with a candidate who meets most of the qualifications. - Search Chair should check key references him / herself. Reference checks are so important that Search Chair / hiring manager should conduct some themselves, This is because "executives are less apt to lie to business peers"; - and this process will help solidify the company / candidate fit. - 28 core attributes of executives. Perry and Haluska rate executives using 28 attributes across 5 pillars of success which are: Character, intellect, business intelligence, leadership, emotional intelligence. If we as search consultants overlook flaws in this area, we do so at our own peril! The book effectively describes the Perry search process by weaving in a true narrative of a COO recruitment assignment at a company called Tulip Corporation (real name). In short, *Hiring Greatness* should be required reading for all headhunters who want to do search right, as well as by CEOs, Hiring Managers and HR Directors who want to get "under the hood"; at one of the world's premier Retained Executive Search firms. 1 of 1 people found the following review helpful. It's like reading my journal.

By Kirk Sears
I've been in executive search for 20 years and this book provides the most realistic insights to recruiting I've ever seen! It's like reading my journal. This should be required reading for anyone who seeks the finest human capital, employee retention, and talent acquisition.

The Unprecedented Tell-All Guide Through the Intricacies of Executive Recruitment

The single greatest opportunity that an organization has to improve both performance and culture in one stroke lies in the hiring of a new executive; the right executive. The fresh thinking of a skilled leader has the potential to unleash innovation, empower employees, and generate wealth for the company. Similarly, a bad hire may mortally wound the organization and cause ripple effects throughout the entire economy. *Hiring Greatness* contains valuable insider strategies and tactics; previously only known to a handful of America's wealthiest, elite head-hunters; to attract, recruit, and retain star executives. Authors David E. Perry and Mark J. Haluska have completed more than 1800 search projects across five continents, maintaining a 99.97% success rate, and negotiating more than \$380 million in salaries. Like magicians unveiling the hidden 'tricks of the trade,' Perry and Haluska reveal: How to systematically secure; and retain; the perfect talent for your company How to keep recruiters from poaching your star executives (a good hire is relatively meaningless if they leave the company) Twenty-three questions you must ask a potential headhunter The language that makes your company the most compelling, and how HR lingo can repel the best talent Four critical turnoffs that drive great candidates away from top companies One company created \$3.8 million of market value each hour, for six months, simply by hiring the right leader. *Hiring Greatness* takes you behind the scenes of one of the world's most profitable and secretive industries, meticulously showing how any organization can make monumental hiring decisions that lead to massive success.

From the Inside Flap
Hiring a new executive offers an organization the single-greatest opportunity for improving performance and culture with one decision; *Hiring Greatness* shares the advanced thinking it takes to land the

type of leader who can unleash innovation, empower employees, and generate wealth for the company. This groundbreaking guide shows you how to attract, recruit, and retain star executives by using never-before published insider strategies and tactics—once the guarded privilege of America's wealthiest, most elite headhunters. No other authorial team in the industry can deliver more than David Perry and Mark Haluska, who combined have closed more than 1,800 search projects on five continents and negotiated more than \$380 million dollars in salaries. Like magicians unveiling the hidden "tricks of the trade," this powerhouse duo reveals: How to secure the talent you seek with laser like precision How to keep recruiters from poaching your star executives The 23 questions you need to ask a executive search professional before engaging them Why "HR-Speak" may be killing your ability to attract the best, and what to say instead Four critical turnoffs that drive great candidates away from top companies Find out which newly hired CEO created \$3.8 million dollars in market value an hour, and which one lost his new company \$500,000 dollars an hour! Actual case studies take you behind the scenes of one of the world's most profitable and secretive industries to shed light on the monumental successes and pitfalls of real-world hiring decisions. For employers, human resource professionals, and recruiters, Hiring Greatness is the step-by-step manual to have at your finger-tips when hiring the key player to your company's success.

From the Back Cover
PRAISE FOR HIRING GREATNESS "I know first-hand what happens when you hire the wrong person for a crucial position! It disrupts the entire performance of my team and slows us down considerably. Hiring Greatness is a step-by-step guide to making sure you get the absolute right person in those KEY spots!" —Barbara Corcoran, Founder of Corcoran Group NYC and Investor on the Emmy Award Winning Shark Tank "Hire your replacement.' As a CEO, this is the message I share with all my executives. Finding, attracting, and closing the deal with exceptional talent is tough work. Hiring Greatness walks you through it clearly and concisely. This should be read and on every executives book shelf and referenced often." —Jonathan Berger, Chief Executive Officer, Great Lakes Dredge Dock "A-level talent is the most elusive and most essential part of a winning market strategy. Hiring Greatness cuts to the essence of the hiring process, identifying the right person who can execute internally and externally. That combination is rare, and drives success." —Seth Deutsch, Chief Executive, Industrial Group, AECOM "This book challenges every myth in the hiring process. If you want great people, you need a great process. Hiring Greatness has it!" —Luke Williams, New York Times bestselling author of The Wallet Allocation Rule: Winning the Battle for Share "If you'd really love to make a difference in this world, read this book and apply its techniques. Timeless, relevant, and energizing! A brilliantly captivating and vibrant book!" —George S. Best, MM, Vice President of Strategic Initiatives, Boston Chapter of the National Black MBA Association "Need a great leader? Then you need this book!" —Chester Elton, New York Times bestselling author of All In and What Motivates Me "Talent attraction is critical for growth. Hiring Greatness gives you the hard facts and guidance to build a company that is not just good, but great! Every leader can learn from this book and be inspired to make changes that make a difference." —Dr. Cindy Gordon, CEO, SalesChoice Inc. "This is a remarkable book translating David's years of recruiting experience into a detailed roadmap for every hiring manager and executive. He is the perfect person to inspire us to hire greatness!" —Joe Zinner, President, Zinner Company Inc.

About the Author
DAVID E. PERRY, nick-named the 'Rogue Recruiter' by the Wall Street Journal, has three decades experience recruiting senior executives as Managing Partner of Perry-Martel International Inc. He has closed more than \$350 million in deals on 5 continents with a 99.54% success rate. He pioneered the professional practices described in this book. **MARK J. HALUSKA** is an executive search professional who has drawn attention from many of North America's better-known boutique recruiting firms and choice corporate clients.