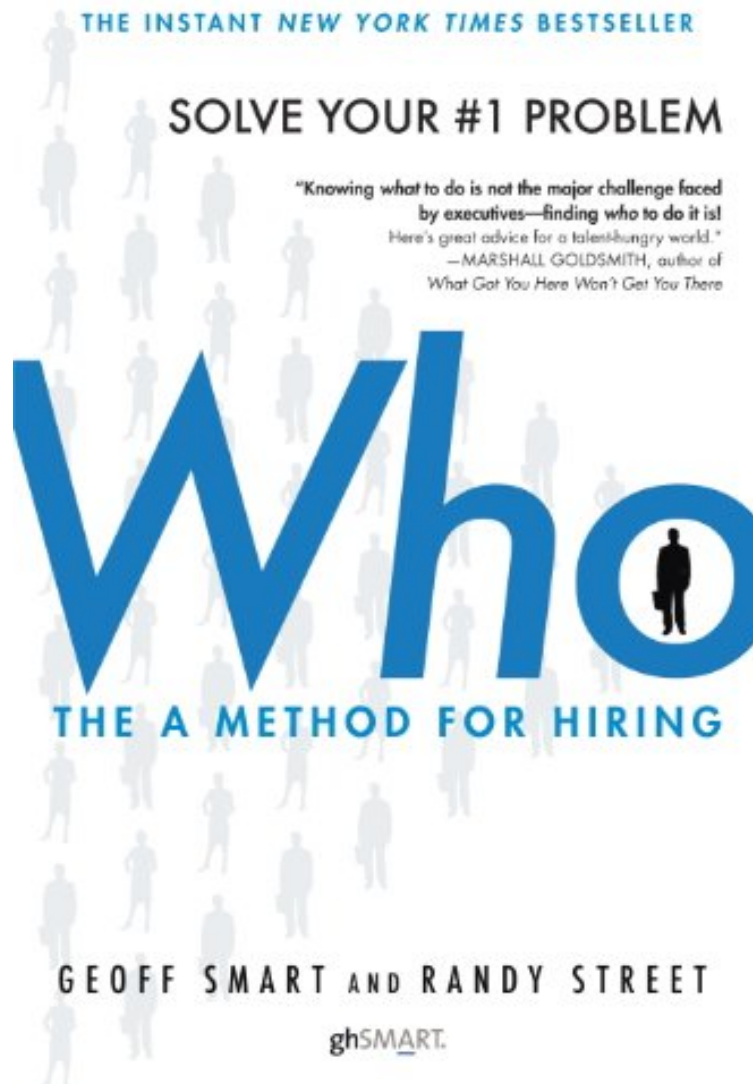


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## Who: The A Method for Hiring

*Geoff Smart, Randy Street*

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**Geoff Smart, Randy Street : Who: The A Method for Hiring** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Who: The A Method for Hiring:

0 of 0 people found the following review helpful. Excellent! By Customer Excellent review of the hiring process, with lots of great ideas. I can't imagine anyone picking this up as part of their corporate training, and not being glad they did. Mostly because very few companies use the methods practiced by the authors (or if they do, they pay someone else to teach them how to do it correctly). 0 of 0 people found the following review helpful. To the point and actionable, needs more references By CindyLou Who is a quick read and accessible for anyone in an organization that hires team members. There are clear steps to take and implement along with the stories to contextualize. Given their

business and the number of leaders they reference by name, they have a fair amount of credibility behind their statements, but I wish they had shared their research, at least in the footnotes, or had corroborating research from other organizations rather than only their own. 0 of 0 people found the following review helpful. Takes the best proven strategies from the world's most successful businesses and serves them to you on a silver platter By Nacho Macho This is the best business book out there. In a very simple way, the authors provide a fact-based approach to building a culture of "A Player" talent. They literally spell out the steps (and give you the templates) to turn their recommendations into action. I've made this book required reading in my company. Every employee now has a scorecard and hiring is only permitted if the A Method is used. It's the real deal. Thank you to Geoff and Randy for publishing this book!!!

In this instant New York Times Bestseller, Geoff Smart and Randy Street provide a simple, practical, and effective solution to what The Economist calls "the single biggest problem in business today": unsuccessful hiring. The average hiring mistake costs a company \$1.5 million or more a year and countless wasted hours. This statistic becomes even more startling when you consider that the typical hiring success rate of managers is only 50 percent. The silver lining is that "who" problems are easily preventable. Based on more than 1,300 hours of interviews with more than 20 billionaires and 300 CEOs, Who presents Smart and Street's A Method for Hiring. Refined through the largest research study of its kind ever undertaken, the A Method stresses fundamental elements that anyone can implement—and it has a 90 percent success rate. Whether you're a member of a board of directors looking for a new CEO, the owner of a small business searching for the right people to make your company grow, or a parent in need of a new babysitter, it's all about Who. Inside you'll learn how to: avoid common "voodoo hiring" methods; define the outcomes you seek; generate a flow of A Players to your team; by implementing the #1 tactic used by successful businesspeople; ask the right interview questions to dramatically improve your ability to quickly distinguish an A Player from a B or C candidate; attract the person you want to hire, by emphasizing the points the candidate cares about most. In business, you are who you hire. In Who, Geoff Smart and Randy Street offer simple, easy-to-follow steps that will put the right people in place for optimal success. From the Hardcover edition.

From Booklist Think of Who as the literal and figurative son of Top Grading (2005), by Brad Smart. Coaches and consultants Smart and Street have broadened the how-to-hire process from interviews to a 360-degree perspective on recruiting A players. It's a compelling read for many reasons: the research is solid and expansive, based on actual work, CEO/top-management interviews, and statistics analyses from a top graduate business school. It's simple: instead of 6 reasons here and 10 steps there, the authors boil down their recommendations into a 4-step process, from scorecard and source to select and sell. Who wouldn't like to read stories from well-known CEOs like George Buckley of 3M, opening up the mysterious method of executive hiring? And finally, it's a book laced with humor; anecdotes about interviewees who've told their stories all too well are not only laughable but memorable, too—for all the right reasons. Like the candidate who bugged his boss's office because he never received any performance appraisals. Intended for executive readers—and human resources—follow-through. --Barbara Jacobs Advance praise for Who "Seventy percent of the game is finding the right people, putting them in the right position, listening to them, and alleviating what gets in their way. Who is a practical guide to making sure you get the right people to start with! Excellent advice and guide." —Robert Gillette, president and CEO, Honeywell Aerospace "Geoff Smart and Randy Street have done an amazing job distilling the best advice from some of the world's most successful business leaders." —Wayne Huizenga, founder, Blockbuster Video "A great read—it really is all about finding, keeping, and motivating the team." —John Malone, chairman, Liberty Media Corporation "The key point in this book is that those of us who run companies should include who decisions near the top of the list of strategic priorities." —John Varley, group chief executive, Barclays "Who is the only book you need to read if you are serious about making smart hiring and promotion decisions. It is the most actionable book on middle- and upper-management hiring that I've read after twenty years in HR." —Ed Evans, executive vice president and chief personnel officer, Allied Waste Industries "I wish I had this book thirty years ago, at the beginning of my career!" —Jay Jordan, chairman and CEO, the Jordan Company "This book will save you and your company time and money. In business, what else is there?" —Roger Marino, co-founder, EMC Corporation "You'll find yourself nodding yes, saying 'That's right,' and thinking, 'Oh, I've been there, all the way through this grand slam of a book. Whether you're starting a company or running a part of a big one, the level of success you achieve is almost always a result of choosing the right people for the r..." From the Author Please find our newly-released Who's Power Score and tools and templates at [geoffsmart.com/smarttools](http://geoffsmart.com/smarttools).