

# THE 4-PART PROCESS FOR HIRING A-PLAYERS

## 1. Develop the Job Success Blueprint

- Mission
- Outcomes
- Competencies

## 2. Build a Talent Pipeline before it's needed

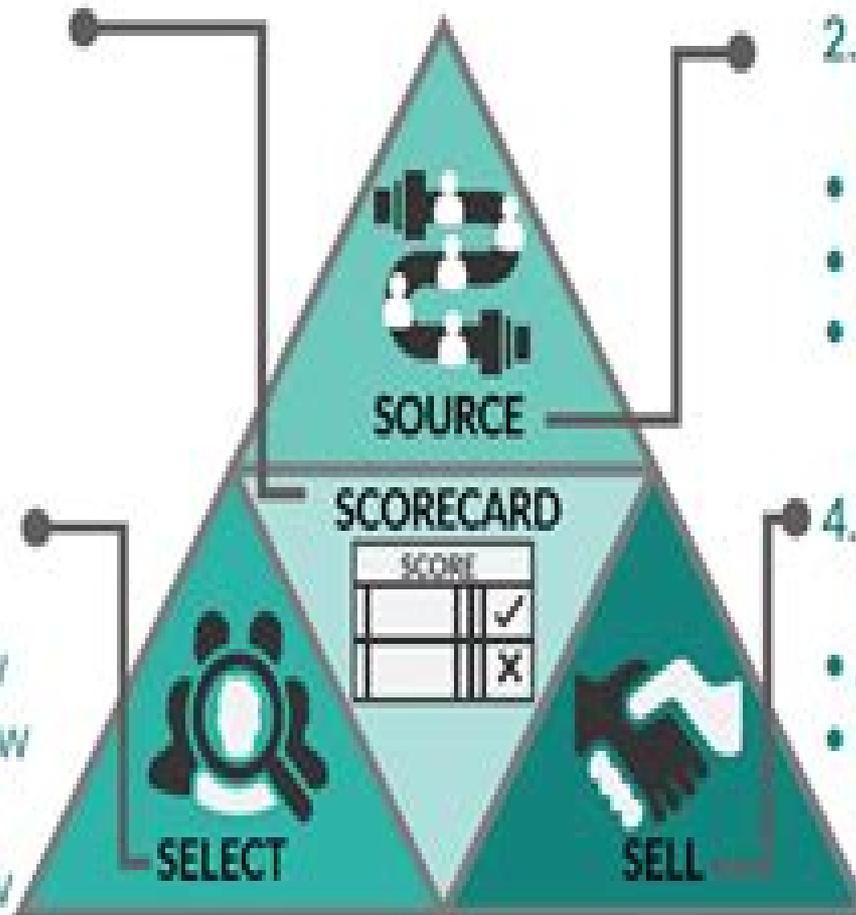
- Referrals
- External Recruiters
- Sourcing Systems

## 3. Identify A Players with 4 Interviews

- Screening Interview
- Topgrading Interview
- Focused Interview
- Reference Interview

## 4. Secure the Candidate you want

- Appeal to the 5Fs
- Sell in 5 Phases



\* Adapted from Who: The A Method for Hiring by ghSMART

# Who The A Method For Hiring

**Daniela Niemeyer**



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