


Hiring to Transform Your Organization



- Who we are
- Why are you here?
- Why we are here



Culture and Values

- Culture is not a dirty word
- What does your culture look like now?
- It starts with you

“A journey of a thousand miles begins with a single step.” – Lao-Tzu

What is Next?

- Hire the right people!
 - Wait
- What are you looking for?
 - Technical
 - People Characteristics
 - What people characteristics are you looking for when you hire?

“The old adage, ‘People are your most important asset’ is wrong. People are not your most important asset. The RIGHT people are.”
– Jim Collins, “Good to Great”

What Does Your Interview Look Like?

Transformational Interview

- It's a conversation
- Make them comfortable
- No trick questions
- Value-based interview questions
- What is the Point?



How Are You Assessing Your Candidates?

- Ensure you are filling your needs

Questions?

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