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Hire with Your Head. by. Lou Adler. 3.72 · Rating details · 32 ratings · 2 reviews. Written by veteran headhunter Lou Adler, this resource arms you with the tools necessary to sidestep potentially costly mistakes by judging more accurately who fits the bill - and who doesn't. In this new guide, Adler illustrates how to Hire with Your Head, showing you how to focus more on candidate performance, and less on your own impulses.

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Performance profiles - Use a job description, including duties and responsibilities, as your criteria instead of only assessing the candidate's skills, experience and personality traits. To hire superior people, first define superior performance. Objective evaluations - Use basic questions to assess an interviewee's competency accurately.

~~Hire With Your Head Summary | Lou Adler Books~~

Hire with your head : using performance-based hiring to build great teams. [Lou Adler] -- This up-to-date and fully revised edition of the bestselling Hire With Your Head presents a proven system for hiring superior people, individually or in groups.

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Hire With Your Head (2007) will make you think twice before drafting a standard job offer that'll only attract standard recruits. Learn when to be the seller and when to be the buyer in the HR market so that you're guaranteed the pick of potential employees.

Discover the secrets of one of the world's leading talent acquisition experts In the newly revised Fourth Edition of Hire With Your Head: Using Performance-Based Hiring to Build Great Teams, influential recruiting and hiring expert Lou Adler delivers a practical guide to consistently identifying and hiring the best people and scaling that process throughout your company. This book will help you address your hiring and recruitment issues, not just by making you more efficient, but also by reforming your entire process to align with how top talent actually look for new jobs, compare offers, and select opportunities. You'll discover: Discover what it takes to ensure more Win-Win Hiring outcomes by hiring for the anniversary date rather than the start date How to use a "High Tech, High Touch" approach to raise the talent bar Expand the talent pool to include more outstanding, high potential and diverse talent by defining work as a series of key performance objectives Perfect for hiring managers, recruiters, and HR and business leaders, Hire with Your Head is a must-read resource for anyone seeking to improve their ability to find, attract, and retain the top talent the world has to offer.

Hire with Your Head Updated with new case studies and more coverage of the impact and importance of the Internet in the hiring process, this indispensable guide has shown tens of thousands of managers and human resources professionals how to find the perfect candidate for any position. Lou Adler's Performance-based Hiring is more powerful than ever! "We have chosen Performance-based Hiring because it's a comprehensive process, it's behaviorally grounded, managers and recruiters find it easy to use, and it works." -Marshall Utterson, Director Staffing, AIG Enterprise Services, LLC "Everyone's looking for the perfect means to make effective hiring decisions. A trained interviewer armed with the right tools is the best solution. Performance-based Hiring is a proven methodology to get these results." -John Ganley, Vice President and Chief Talent Officer, Quest Software "Any staffing director that doesn't send all of their people through Performance-based Hiring training is missing out on top talent, plain and simple. This should be the standard throughout the industry." -Dan Hilbert, Recruiting Manager, Valero Energy Corporation "Performance-based Hiring has been the most successful recruitment tool that we have added to our organization over the past few years. In fact, these tools have not only produced amazing outcomes- in terms of selecting the best fit in an extremely tight labor market-but with a level of success among our operations customers that I have rarely seen with other HR products." -Trudy Knoepke-Campbell, Director, Workforce Planning, HealthEast(r) Care System

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* Our summary is short, simple and pragmatic. It allows you to have the essential ideas of a big book in less than 30 minutes. By reading this summary, you will learn how to recruit the most competent and motivated people to work in your company. You will also learn that : half of all hires are disappointing because recruiters don't know how to objectively evaluate candidates; a good interview is not synonymous with job performance. The best people are not always the ones you think they are; to attract the best, it is more important to offer them serious career prospects than a good salary; by recruiting on performance alone, you will develop growth and diversity within your company. The key to success for any company is to recruit the best performing employees. Current recruiting methods do not meet this objective: they are too expeditious and not objective enough. Lou Adler, a professional headhunter for the largest American companies, offers you an efficient and systematic method: performance-based hiring process. This method involves, among other things, distributing an attractive job ad, knowing how to conduct an objective interview, and evaluating candidates according to a unique performance grid. So are you ready to get rid of your preconceived ideas and bad recruitment habits? *Buy now the summary of this book for the modest price of a cup of coffee!

Hire the right person-every time! Why is it that so many companies accept mediocre hiring results as the norm? The answer is simple. It doesn't occur to them that, in fact, there is a process that virtually guarantees hiring the right person every time. To repeat: there is a process that virtually guarantees hiring the right person every time. That's what MATCH is about. Based on author Dan Erling's experience with best practices from over a thousand companies, MATCH gives you a rock solid, practical process for hiring. MATCH takes you step-by-step through the lifecycle of hiring, from developing a job description through interviewing and making the decision, to negotiating salary and onboarding the new hire Applicable tools, stories, and foolproof techniques are woven throughout to insure your mission critical objective is accomplished The author is well-known in the hiring and recruiting industry With MATCH, your hiring team will develop a systematic process that fits with the company's overall mission, giving your company the people it needs to succeed every time!

Find the right candidate for the job every time Adler's insightful new POWER hiring methods enable managers to attract, assess, and recruit the best candidates through the integration of online tools and offline behavior modifications. New information on hiring and the Internet, diversity, and legal compliance issues is included.

A manager's guide to hiring the right employees introduces the practical and effective A Method for Hiring, which draws on the expertise of hundreds of high-level executives to present a simple, easy-to-follow program to guarantee hiring success. 50,000 first printing.

Amoral, cunning, ruthless, and instructive, this multi-million-copy New York Times bestseller is the definitive manual for anyone interested in gaining, observing, or defending against ultimate control – from the author of *The Laws of Human Nature*. In the book that *People* magazine proclaimed “beguiling” and “fascinating,” Robert Greene and Joost Elffers have distilled three thousand years of the history of power into 48 essential laws by drawing from the philosophies of Machiavelli, Sun Tzu, and Carl Von Clausewitz and also from the lives of figures ranging from Henry Kissinger to P.T. Barnum. Some laws teach the need for prudence (“Law 1: Never Outshine the Master”), others teach the value of confidence (“Law 28: Enter Action with Boldness”), and many recommend absolute self-preservation (“Law 15: Crush Your Enemy Totally”). Every law, though, has one thing in common: an interest in total domination. In a bold and arresting two-color package, *The 48 Laws of Power* is ideal whether your aim is conquest, self-defense, or simply to understand the rules of the game.

Three types of readers will find this book useful: those who hireworkers with experience, those who hire recent graduates and thosewho are getting ready to interview for a job. You will be introducedto the four essential qualities that must be hired because they canâ€™t betaught.For those interviewing seasoned talent, the hiring principles that are laid out in WHIM are universal. The take-home point is thatthe qualities that make an excellent employee donâ€™t change based onexperience level. In fact, these same qualities are even more essentialas employees move up in an organization. Readers with hiring experiencewill quickly empathize with the situations, questions and experiences,all of which apply to experienced candidates.

Recruiting on the Web is the most comprehensive and advanced guide to Internet recruiting available anywhere. It explains the best practices, creative ideas and recruiting tools used by the most forward-looking companies and professional recruiters to lower their recruiting costs, slash cycle time, and hire the very best candidates via the Web. Recruiting on the Web will help recruiters and Human Resources professionals plan a Web-based recruiting campaign to quickly fill a position with the right candidate. It will also help managers, executives, and small-business owners save thousands of dollars in advertising costs by taking charge of their own hiring process, using the power of the Web. Readers will learn to: Organize inexpensive but highly effective job posting campaigns Select, evaluate and post to the best niche job boards Work more successfully with Monster.com, HotJobs, CareerBuilder Find candidates hidden in companies, universities, and organizations Build a recruiting Web site Find great diversity candidates using the Web Build a Web-based employee referral system Build a Web-based college recruiting plan And much more

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