

Solving the #1 Business Problem by Recruiting A Players with ghSMART

In order for companies to excel, employers must have the right people in place to execute the vision.

An A Player is a candidate or employee who has at least a 90 percent chance of achieving a set of outcomes that only 10 percent of other possible candidates or employees in this field could achieve. A Players aren't good – they're great. They're top performers, role models, trailblazers, and Achievers.

Sounds simple in theory, but recruiting A Players is a challenge for every recruiter. Mis-hires happen to even the best recruiters,

but the average hiring mistakes costs a company 15 times that person's base salary when you factor in the cost of recruitment, compensation, severance, missed opportunities and management time.

ghSMART uses a prescribed hiring methodology to minimize mis-hires and maximize A Player hires. Implementing the ghSMART method will not only make the most of the companies' costs and times, but also allow HR teams to champion recruiting initiatives.

Use ghSMART, Your Workforce, and Recognition to Recruit A Players:

- 1. The best place to find A Players is through your existing employees.**
A Players know other A Players! Executives report that the most effective hires are internal referrals. Use Rewards and Recognition to inspire your workforce to recruit on your company's behalf.
- 2. Don't rely on the voodoo methods of hiring.**
Tests, gimmicks, and sales pitches are a few examples of interview strategies gone wrong. Don't rely on voodoo methods; use tried and true approaches to interviewing candidates.
- 3. Follow the 4-step A Method.**
Use scorecards, sourcing, selecting, and selling to hire A Players at your organization. This organized approach helps employers quickly recognize top performing candidates.
- 4. Recognize your employees for their referrals to ensure they continue referring.**
When employees are involved in A Player recruiting, use recognition to encourage your workforce to repeat this desired behavior and strengthen your talent pool to draw from.
- 5. Once you find an A Player don't forget to sell them.**
When you have the right person, don't lose them! Use the Five F's of selling: fit, family, freedom, fortune, and fun. These elements are appealing and help candidates understand the value of the opportunity.



Watch the full webcast to learn more:

<http://www.achievers.com/resources/webinar/recruiting-players-with-ghsmart>



Achievers (formerly I Love Rewards) is passionate about employee rewards and Social Recognition. Our software helps engage employees and inspire performance globally. Achievers' customers include Deloitte, 3M and Microsoft.