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?High-Impact Hiring views the staffing challenge as similar to and in the context of other typical business problems: the focus is on optimizing the organization's performance. It offers solid operating

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assumptions and a set of insightful processes. Great stuff for the line manager or supervisor as well as the HR practitioner.?

A simple yet comprehensive framework for hiring exceptional people and tying the hiring decision into the purpose and work of the organization. In clear-cut terms, the authors guide the reader through the procedures and sequences for applying the right hiring tools in the right ways for the right tasks.

High Impact Hiring by Del J. Still is the only selection and hiring How-To book that takes the reader through a 7-step systematic process that virtually eliminates hiring mistakes. The system is easy to implement and is perfect for use by business people and anyone involved in the hiring process. High Impact Hiring is also an excellent supplement or primary text for use in institutions of higher learning.

This revised and expanded edition of High Impact Hiring will teach you the most successful employee interviewing system that has ever been developed. Thanks to the efforts of many professional researchers, hiring managers, and other Human Resource professionals, the best of their knowledge and experience has been distilled and transformed into a hiring "system" that eliminates hiring mistakes. High Impact Hiring is based upon a proprietary seven step process that is complete in every detail. Numerous examples are included to virtually guarantee your success. By following each step, you will build powerful employee selection interviews that will enable your organization to achieve increased productivity, improved employee moral, and a richer bottom line. But - don't take my word for it, experience High Impact Hiring for yourself. This up-to-date system will outperform other hiring methods that are available today and is used by a significant number of Fortune 500 companies plus (as a textbook) in colleges and university graduate schools throughout the US and Canada.

Most prospective hires come well prepared for the formulaic interview questions we have all come to expect. And not surprisingly their answers do not often distinguish them from any other applicant. So the employer is left with no choice but to take a hunch. But with High-Impact Interview Questions by your side, you will no longer have to do your best guess work on what answers are genuine, which are rehearsed, and which will end up not reflecting the employee in the least. This invaluable resource shows you how to dig deeper using competency-based behavioral interviewing methods to uncover truly relevant and useful information. When the candidate is asked to describe specific, job-related situations, the interviewer will gain a clearer picture of past behaviors--and more accurately predict future performance. Complete with advice on evaluating answers and

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assessing cultural fit, the second edition of this user-friendly guide features dozens of all-new questions designed to gauge accountability, assertiveness, attention to detail, judgment, follow-through, risk-taking, social media usage, and more. By interviews's end, the real person behind the résumé will be revealed and you will be able to make an offer based on accurate findings, not hopeful hunches.

Resource added for the Human Resources program 101161.

Managing a sales team is one of the most important and challenging positions in a company, and it requires a unique set of skills. Unfortunately, many sales managers spend much of their day putting out fires, and moving from problem to problem. Their days consist of an overwhelming number of activities including respond to urgent request from their bosses, resolving customer issues and complaints, and dealing with disgruntled employees. In addition, they find themselves sitting in meetings that run way too long, and submitting countless sales forecasts to satisfy upper management. As a result, sales managers get caught up in a daily grind and end their work week exhausted and feeling like they have little control over their destiny. In *The High-Impact Sales Manager*, you'll learn how to transcend the daily grind and unlock the full potential of your sales team. This includes learning to:

- Hire the best people and hold them accountable
- Manage sales performance by focusing on the underlying behaviors that drive performance
- Consistently produce accurate sales forecasts
- Provide personalized sales coaching that results in better skills and higher win rates
- Motivate and inspire your team to greatness

Most importantly, *The High-Impact Sales Manager* will leave you feeling confident and enthusiastic in your ability to lead and empower your team to achieve unparalleled success.

For people planting churches and/or pastors wanting to see real growth in their churches and communities, Jackson teaches the definition of a "high impact" church, why they are needed in every community in America, their key characteristics, and 11 steps to starting a high impact church. (Church Administration/Pastoral Resources)

More than 100,000 copies sold! Every harried interviewer knows the result of throwing out vague questions to potential employees: vague answers and potentially disastrous hiring decisions. Presented in a handy question-and-answer format, *96 Great Interview Questions to Ask Before You Hire* provides readers with the tools they need to elicit honest and complete information from job candidates, plus helpful hints on interpreting the responses. The book gives interviewers everything they need to:

- identify high-performance job candidates
- probe beyond superficial answers
- spot "red flags" indicating evasions or untruths
- get references to provide real information
- negotiate job offers to attract winners.

Included in this revised and

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updated edition are new material on background checks, specific challenges posed by the up-and-coming millennial generation, and ideas for reinventing the employment application to gather more in-depth information than ever before. Packed with insightful questions, this book serves as a ready reference for both managers and human resources professionals alike.

Book & CD-ROM. Ask any manager today and they will say their biggest concern is the competition for talented, good employees. The business costs and impact of employee turnover can be grouped into four major categories: costs resulting from a person leaving, hiring costs, training costs and lost productivity costs. The estimated cost to replace an employee is at least 150 percent of the persons base salary. As you can see, managers must learn to hire, train and keep your employees highly motivated. This book will help you to learn the fundamentals of sound hiring, how to identify high-performance candidates and how to spot evasions. You will learn to create a workplace full of self-motivated employees who are highly purpose-driven. The book contains a wide assortment of carefully worded questions that help to make the process more effective. Innovative step-by-step descriptions of how to recruit, interview, hire, train and keep the best people for every position in your organisation. This book is filled to the brim with innovative and fun training ideas (that cost little or nothing) and ideas for increasing employee involvement and enthusiasm. When you get your employees involved and enthused, you will keep them interested and working with you, not against you. With the help of this book, get started today on building your workplace into one that inspires employees to do excellent work because they really want to!

In most organizations, middle managers are in the best position to positively impact business results. Yet, for most of these uniquely talented business professionals, this opportunity is lost. "The High Impact Middle Manager" offers a powerful set of practices that will transform these key organizational players from task and crisis managers to strategic business partners. From understanding their true organizational role, to planning and demonstrating business results, to improving time and project management techniques, to optimizing performance and leadership capability, this book provides all the tools, direction, and encouragement needed for a life changing journey to change and career success.

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