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Who: The A Method For Hiring

Synopsis

It's happened to the best of us. You have a job opening to fill. You interview a range of qualified candidates and hire the best of the bunch-or so you think. You soon realize that the person who seemed like a perfect fit during the interview doesn't have what it takes to do the job. In Who, Geoff Smart and Randy Street, of the management consulting firm ghSmart, combine their experiences training thousands of managers and executives with the most revealing and comprehensive research ever on the subject of how to hire successfully, as well as advice and stories from more than twenty billionaires and sixty CEOs. The result is a simple, four-step method for hiring with confidence, designed for everyone from the CEO on down. Who shows you how to avoid the most common pitfalls of hiring, how to identify "A Players"-people who can perform their job better than 90 percent of the candidates in their field-and how to make sure the best candidate will be excited to join your organization. Hiring is every bit as important an element of successful business as other key principles, such as leadership and strategy. Who should be required listening for anyone in a management position. --This text refers to the MP3 CD edition.

Book Information

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Customer Reviews

I probably would have liked this book more if the company I was working for hadn't tried to implement the information found here in a situation where it wasn't very applicable. The main problem is that this book is mostly geared toward hiring for executive-level positions, and a lot of the

principles aren't transferable to hiring for other positions (an executive-level candidate might be OK going through 4 separate interviews, but your average Joe probably won't stay in the process that long). If you're hiring for the C-Level the this book is probably very useful; if not, you can still get some useful advise here, but don't plan on restructuring your hiring practices based on that.

This is one of the two most impactful business books I've read in my career. I used to make hiring decisions based primarily on a faulty process of a) determining whether the resume seems to fit the position and b) assessing chemistry with the candidate during the interview process. This book refines this process and has substantially helped my hiring success rate. With each unsuccessful hire costing a company $1.5M on average, any hiring manager can easily calculate the value of a better process. Who provides this process brilliantly.

This is the best business book out there. In a very simple way, the authors provide a fact-based approach to building a culture of "A Player" talent. They literally spell out the steps (and give you the templates) to turn their recommendations into action. I've made this book required reading in my company. Every employee now has a scorecard and hiring is only permitted if the A Method is used. It's the real deal. Thank you to Geoff and Randy for publishing this book!!!

I have heard it said that the average hiring mistake costs 15 times an employee's base salary in hard costs and productivity loss. Can your company afford this?The A Method for Hiring provides a 4 step process for getting hiring right by finding A Players that are a fit for your roles and company culture. It steps you through specific questions and insights across 4 different types of interviews you must use to make the right choice. Not to fear, it also shows you how to economize your time by quickly identifying B and C Players so you can cull them out of the process early.

A colleague recommended this book to me to augment my business coaching practice. 10 clients immediately come to mind as having great potential of benefiting from this approach. I will read this book over and over until The A Method is second nature. I owe it to my clients.

This is THE book on hiring. Not the technical side of hiring, like how to do paperwork or anything, but how to find the right people, interview them, and get them on board. I was so impressed I've bought several copies for people at my company and we changed our interview process which has dramatically cut down on bad hires, saving us tens of thousands of dollars.

This is simply the best book on hiring I've ever read. I highly suggest entrepreneurs and business owners to sit down for an afternoon and read this book. The techniques in it are so simple and practical that anyone can do it and it actually works. My only challenge with the method of hiring is the fact that it takes longer to hire someone, so you have to stay disciplined to the process - we've always heard to hire slow and fire fast. I promise you if you will stay disciplined the returns will be exceptional. I can't say enough good things about the book.

Outstanding book. Great content and Geoff is the most inspiring speaker I have ever seen (and he was the last speaker today at the end of a 14 hour marathon training session making that even more impressive). His energy, knowledge and sense of humor kicked ass! Thank you Geoff!

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