

Getting & Keeping The Good Ones!

Region 4 & 6 Regional Conference

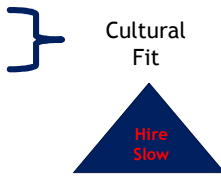


THE KRIZNER GROUP
AN ASSOCIATE OF THE KORN FERRY GROUP

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Interviewing Strategies to Get the Right Fit

- ▶ Technical Skills
- ▶ Behavior Traits



Cultural Fit

Hire Slow

Technical Skills

- ▶ Interview Questions
- ▶ Skills Assessment
- ▶ Checking References

Behavior Traits

- ▶ Interview Questions/Reference Information
 - ❖ Gets Results
 - ❖ Influences Others
 - ❖ Displays Leadership
 - ❖ Seeks Continuous Learning
 - ❖ Demonstrates Competency

HIGH PERFORMER

Sell it!

- ▶ Prepare
- ▶ Engage
- ▶ Close

Hire Slow

Cultural Fit

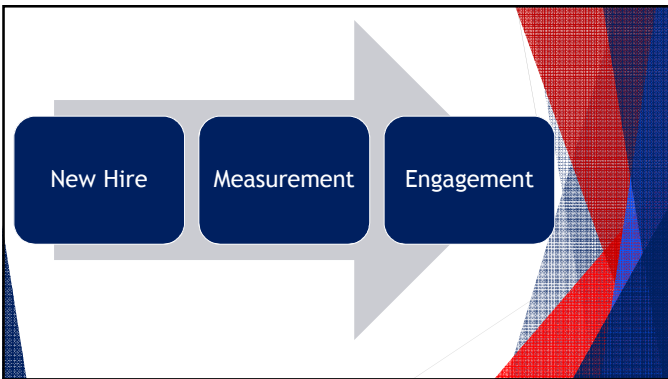
- ▶ First Impression
- ▶ Evaluation Time



Cautionary Tales

- ▶ Failure To Hire Claims
- ▶ Social Media
- ▶ Don't Ask!
- ▶ Interview Notes





Performance Evaluations - Why Do Them?

- ▶ Improve Communication
- ▶ Reinforce Effective Behavior
- ▶ Correct Ineffective Behavior

Employees Need to Know

- ▶ What is expected
- ▶ How to improve



The Review Discussion Meeting

- ▶ Ask Open Ended Questions
- ▶ Allow the Employee to Elaborate
- ▶ DON'T ARGUE
- ▶ Constructive Criticism

WRAP UP
1. Signatures
2. Copies

KEYS TO ENGAGEMENT



KEYS TO ENGAGEMENT

- Trust
- Truth
- Communication
- Mission
- Inspiration
- Value
- Advancement
- Visibility

Thanks!

Need More Info?
Joyce Chastain
The Krizner Group
(850) 386-3747
jchastain@thekriznergroup.com
