

Your Hiring Process Creating An Inspired Team



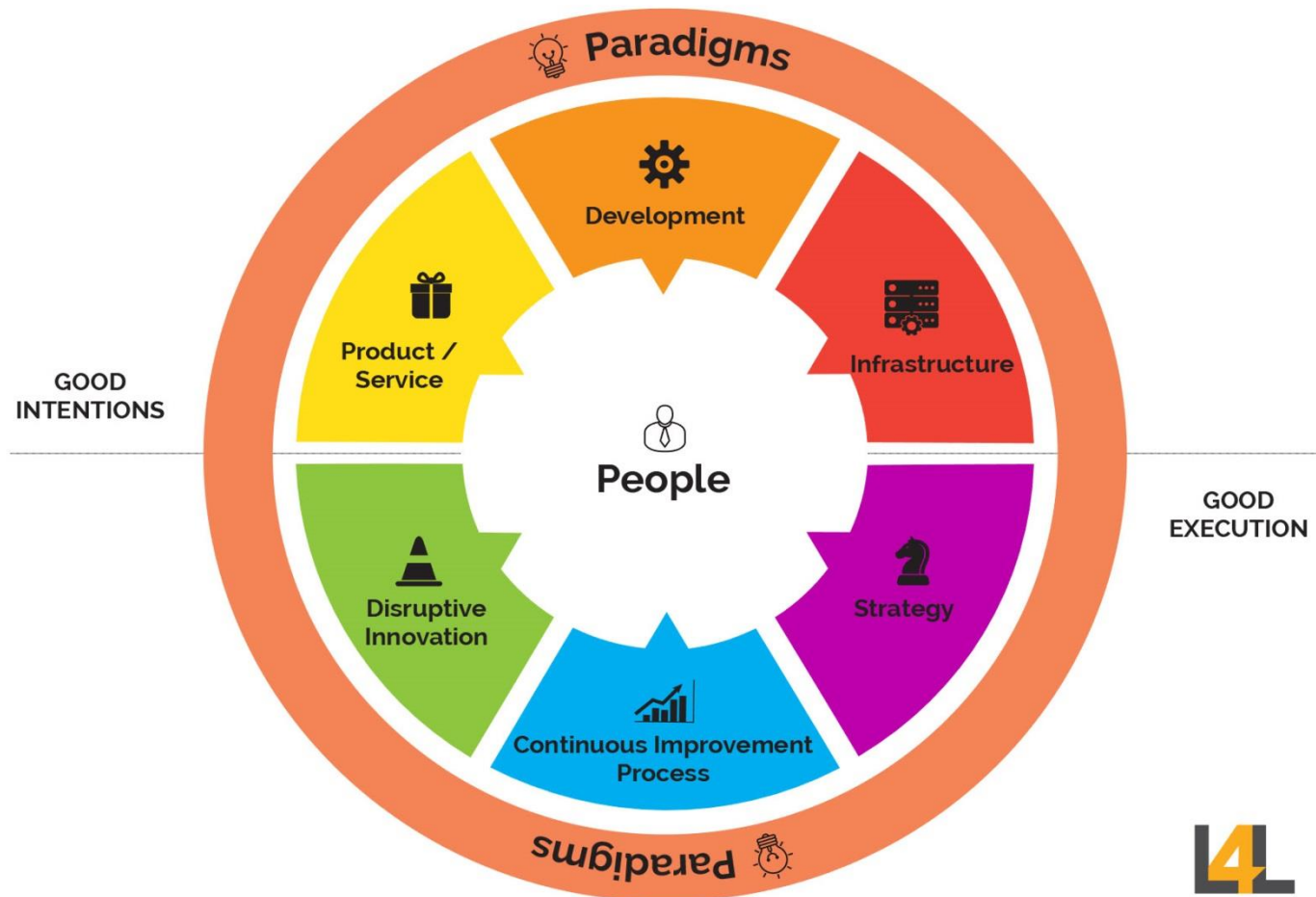


Your Catalyst

**▲ Your people are gifts to be stewarded,
not assets to be managed!**

The Enterprise Wheel

THE L4L ENTERPRISE WHEEL ILLUSTRATION



To Be Successful

You will need

- The Right People
- In the Right Place
- Doing the Right Things
- The Right Way
- At the Right Time
- For the Right Reason

Foundation Building

To get Right People, Need to Know

- The Right Place- Roles
- The Right Things- Detailed Job Descriptions
- The Right Way- Systems & Training manuals
- At the Right Time- Numbers/ When
- For the Right Reasons- Compelling Culture, Passionate Purpose & Heroic Hope

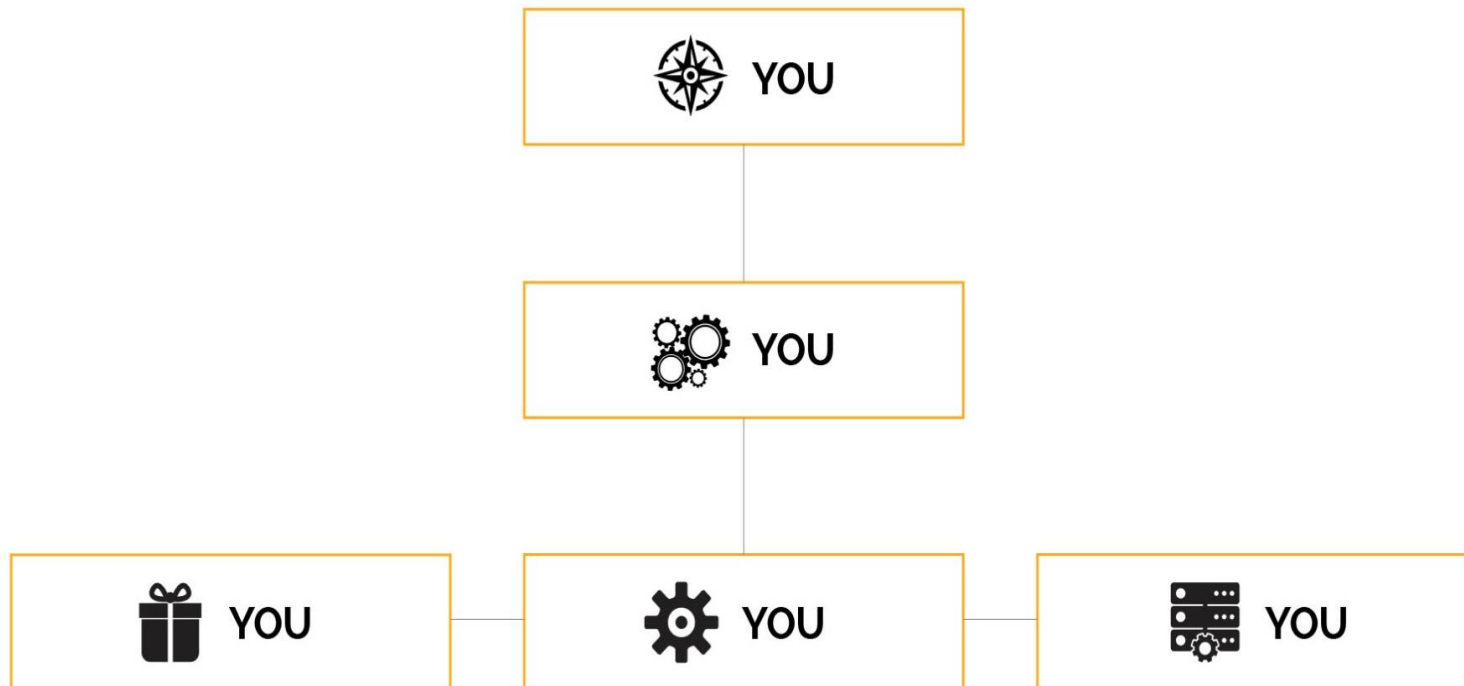
Talent Scout

- Character (alignment with Company Values)
- Competency (ability and skill)
- Chemistry (unity with the team)

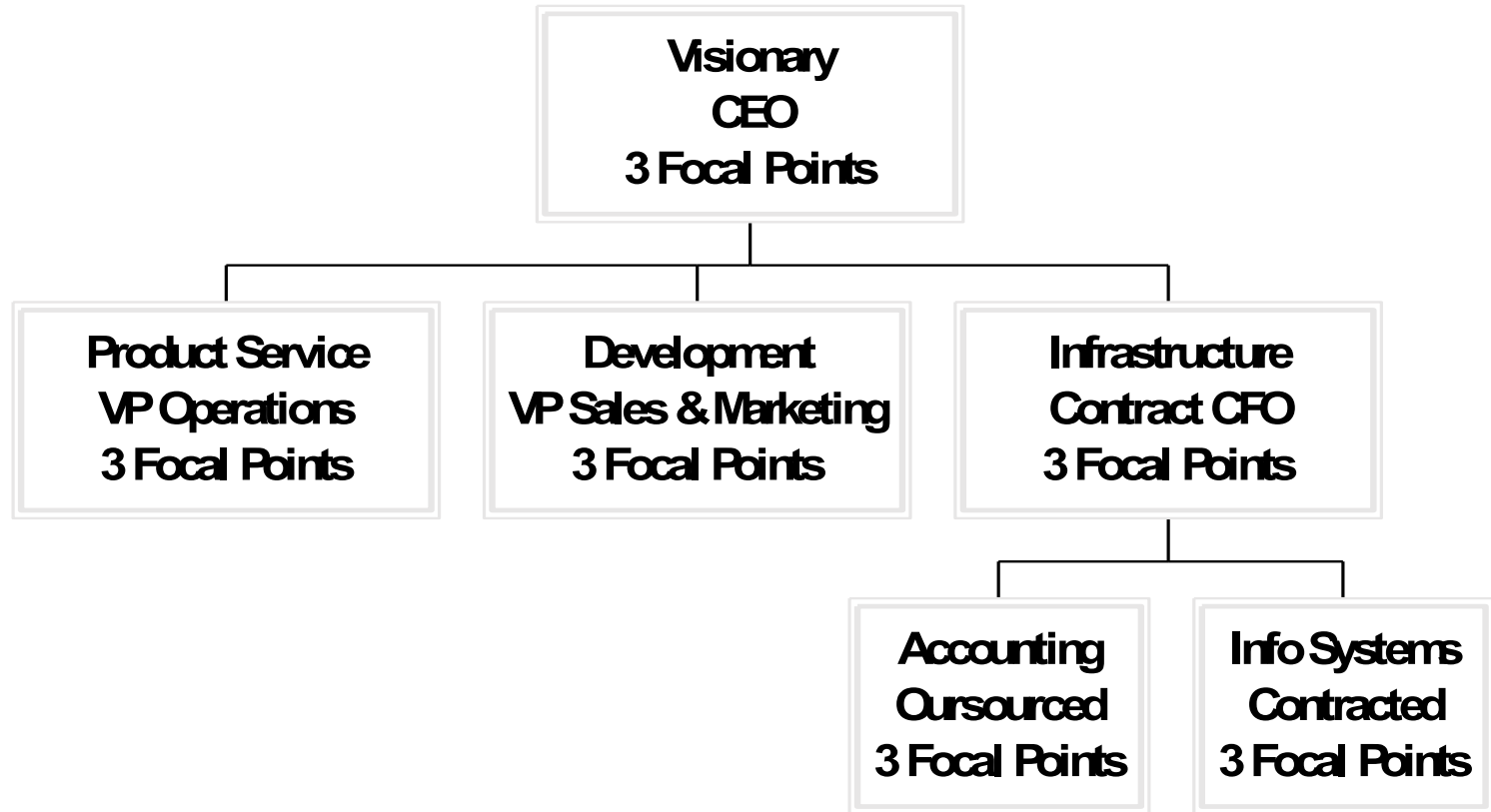
Basic Responsibility Structure

ENTERPRISE - BASIC RESPONSIBILITY STRUCTURE (BRS)

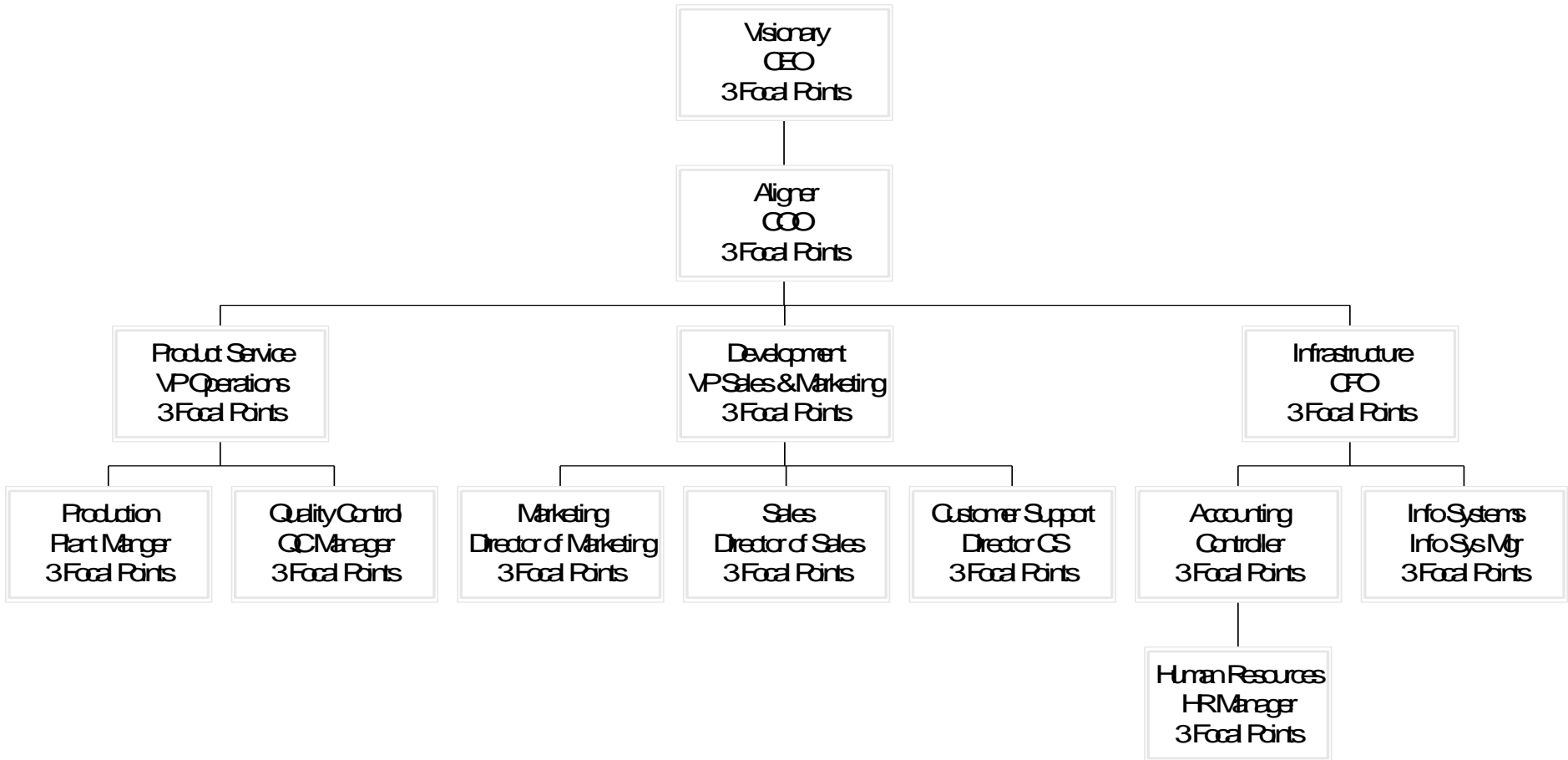
Core Enterprise Leadership Team



BRS Org Chart Year 1



BRS Org Chart \$50 Million Sales



Job Description

- **Job Title and Department**
- **Lines of Supervision**
- **Purpose**
- **Qualifications**
- **Duties and responsibilities**
- **Key Contacts**
- **Hiring Criteria**
 - Behavioral skills and education
 - Core values
 - Success factors

Typical Hiring Process

- Ad Placement
- Review and print resumes
- Grade resumes- A+, A, B+; Rank 1,2,3
- Phone Interview
- Regrade and Rank
- Assessment test and application
- Face to Face Interviews
- Decision Matrix
- Reference Checks
- Offer to the Top Candidate



Your Catalyst

▲ Great Companies Build Inspired Performance by Choice– Not by Accident!

Inspired Performance

Takes the Right People,

- In The Right Place- Roles
- Doing The Right Things- Detailed Job Descriptions
- The Right Way- Systems & Training manuals
- At the Right Time- Numbers/ When
- For the Right Reasons- Compelling Culture, Passionate Purpose & Heroic Hoppe

Talent Scout

Top Talent- 3 Questions

1. Will I be accepted, appreciated, affirmed?
2. Is there something going on here that is bigger than me?
3. Is there a role here for me to play?

Start With- The Right Reason

- A Compelling Culture
 - Built on Who You Are
 - Your Beliefs
 - Your Prioritized Values

