

Right People, Right Seats: A Proven Process For Hiring Superstars

A Talent Matters Webcast

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Why This Webcast?

1. Hiring is too important to leave to chance
2. A proven, repeatable process for better hires
3. Cut mis-hires and improve candidate fit
4. Practical tools to build stronger teams
5. For leaders scaling or sharpening hiring





The Metiss Group™



Accelerate



2,500

leaders developed



10,000

direct reports impacted



500

organizations grown

Select



12,000

candidates evaluated



2,000

successful hires



1,300

scorecards built

You Know You Have A Good Hiring Process If

- Every candidate goes through the process, no exceptions.
- There is a robust multi-science assessment in the process.
- The process attracts superstars and discourages duds.
- There is a predetermined scorecard that guides the whole process



You Know You Have A Bad Hiring Process I f

- You experience high turnover in the first 90 days
- You rely too much on assessments
- You skip reference checks
- You rely too much on HR
- You apply the process inconsistently and not documented

Candidate Experience



- Respect the candidate (time, privacy, responsiveness)
- The process should be challenging, but not too rigorous
- Respect the organization (protect the brand, every candidate is a future customer)

Why The Hiring Team Should Drive The Process

- Respected by the candidates
- Understand where to recruit
- Vested interest
- Use HR for support



The Hiring Process Coach™

Define

Screen

Analyze

Accelerate

Activity	Details	Activity	Details	Activity	Details	Activity	Details
<u>Leader Assessment</u>	<ul style="list-style-type: none"> Behavior & culture Leadership debrief 	<u>Source & Review</u>	<ul style="list-style-type: none"> Job posting language Post online COI email Review resumes 	<u>Assess Soft Skills</u>	<ul style="list-style-type: none"> Behaviors Culture fit Personal skills Critical thinking 	<u>Onboarding - Hiring Manager Debrief</u>	<ul style="list-style-type: none"> Leadership assessment Results debrief Leadership coaching
<u>Job Activities & Define Scorecard</u>	<ul style="list-style-type: none"> Reporting structure Accountabilities Priorities Time allocations Success factors 	<u>Phone Screen</u>	<ul style="list-style-type: none"> Confirm resume & job requirements Discuss salary Ask job-specific questions 	<u>Compare</u>	<ul style="list-style-type: none"> Candidate match to Avatar Identify areas to probe Determine candidate direction 	<u>Onboarding - New Hire Debrief</u>	<ul style="list-style-type: none"> Profile debrief Compare to Avatar Individual coaching
<u>Create Avatar</u>	<ul style="list-style-type: none"> Behaviors Culture fit Personal skills 	<u>Core Values Email Screen</u>	<ul style="list-style-type: none"> CVE email template Evaluate response and fit 	<u>Performance Checks</u>	<ul style="list-style-type: none"> Focused, behavior-based questions Probe job fit gaps Understand leadership needs 	<u>Onboarding - Joint Debrief New Hire and Leader</u>	<ul style="list-style-type: none"> Review profiles comparison report <u>Review scorecard</u>
<u>Clarify Requirements</u>	<ul style="list-style-type: none"> Experience Skills Education Salary 	<u>First Interview</u>	<ul style="list-style-type: none"> Ask behavior-based questions Probe work history Determine job fit 	<u>Additional Interviews</u>	<ul style="list-style-type: none"> Focused, behavior-based questions Probe job fit gaps Follow up on performance check insights 	<u>Advisor first quarter coaching</u>	<ul style="list-style-type: none"> Review performance acceleration tracker with new hire and leader

- Assess the hiring manager
- Create the job scorecard
- Create the ideal avatar for the job
- Determine hard skills

The Definition Phase

The Screening Phase

- Source candidates
- Phone screen
- Core values exercise
- Interview interviews



The Analyze Phase



- Assess candidates
- Compare candidates to each other and the avatar
- Conduct reference checks
- Conduct additional interview interviews

The Accelerate Phase

- Review assessment results with the new hire
 - Review the job scorecard with the new hire
- Joint workplace behaviors session between the new hire and hiring manager laying the working relationship foundation

Success Story - Michigan Client

- Shortcut the process
- Fell in love too soon
- Ended in lawsuit



Next Steps & Complimentary Resources

- Questions
- Get Hiring Guide eBook

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Job Activities & Define Scorecard	<ul style="list-style-type: none"> • Reporting structure • Accountabilities • Priorities • Time allocations • Success factors 	Phone Screen	<ul style="list-style-type: none"> • Confirm resume & job requirements • Discuss salary • Ask job-specific questions 	Compare	<ul style="list-style-type: none"> • Candidate match to Avatar • Identify areas to probe • Determine candidate direction 	Onboarding - New Hire Debrief	<ul style="list-style-type: none"> • Profile debrief • Compare to Avatar • Individual coaching
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Upcoming Webcasts

- October: 21 Strategic Leadership
- November 18: Emotional Intelligence 360
- December 16: 2025 Review
- January: 2026 Trends

