VisionSpark
The Right Leaders. The Right Seats. The Right Way.

HOW TO CRACK THE CODE OF HIRING RIGHT

PROGRAM DESCRIPTION

Jim Collins writes, "Getting the right people in the right seats" is essential for any company to go from "good" to "great." Unfortunately, lackluster hiring results prevent many businesses from reaching that milestone. Gallup data shows **employers fail to choose the right candidate for managerial positions an astounding 82% of the time**. Using a proven hiring process with predictable outcomes can reverse those odds.

This interactive presentation prepares business leaders to implement their own hiring system. Alec Broadfoot shows participants how to "crack the hiring code" with a repeatable hiring process that is straightforward, practical, and proven successful. Participants learn applied hiring techniques that get results — no abstract concepts.

PARTICIPANTS WILL LEARN:

- How hiring right can significantly improve the bottom line
- How to attract top performers, even in a candidate's job market
- How to avoid common hiring mistakes
- Why they keep hiring the wrong people and how to stop it
- How to hire for long-term cultural fit and improve retention
- Interviewing techniques that reveal candidate character and performance traits
- How to implement a simple 5-step hiring system to yield better hires right now
- Why two candidates who seem equally impressive can emerge from our hiring process with one being a clear fit and the other clearly *not*

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VALUE TO PARTICIPANTS

This workshop helps participants grow their companies through strategic hiring. The hiring system used is simple enough for busy executives, and it works. Participants are trained on an executive interview tool, built on years of research. They engage in mock interviews, learning not only the right questions but also the right answers. By the time they leave, participants are ready to implement a simple, practical hiring process from profile development to hiring decision.

SPEAKER BIOGRAPHY

Alec Broadfoot is a successful entrepreneur and business owner who adds value to companies by helping them make critical hiring decisions with significant bottom line impact. Through his company, VisionSpark, Alec engages mid-market companies in hiring training, key leader searches, behavioral interviewing and personality assessments. He has become a trusted, sought-after resource for business owners and executives who want to improve their hiring practices and employ top performers.

OTHER SPEAKING TOPICS:

- The Right Hire for the Right Value
- Culture and Strategy in Hiring
- What to Wonder and What to Ask in an Interview
- 5 Keys to Hiring a Great Integrator for Your EOS Business
- Common Hiring Mistakes and How to Avoid Them
- How to Achieve Employee Engagement
- How to Successfully Onboard a New Employee

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