

Audiobook preview

# Who: The A Method for Hiring

Geoff Smart



Who

GEOFF SMART  
AND RANDY STREET

# Who The A Method For Hiring Geoff Smart

**Annie Duke**



## **Who The A Method For Hiring Geoff Smart:**

Who Geoff Smart, Randy Street, 2008-09-30 In this instant New York Times Bestseller Geoff Smart and Randy Street provide a simple practical and effective solution to what The Economist calls the single biggest problem in business today unsuccessful hiring The average hiring mistake costs a company 1 5 million or more a year and countless wasted hours This statistic becomes even more startling when you consider that the typical hiring success rate of managers is only 50 percent The silver lining is that who problems are easily preventable Based on more than 1 300 hours of interviews with more than 20 billionaires and 300 CEOs Who presents Smart and Street s A Method for Hiring Refined through the largest research study of its kind ever undertaken the A Method stresses fundamental elements that anyone can implement and it has a 90 percent success rate Whether you re a member of a board of directors looking for a new CEO the owner of a small business searching for the right people to make your company grow or a parent in need of a new babysitter it s all about Who Inside you ll learn how to avoid common voodoo hiring methods define the outcomes you seek generate a flow of A Players to your team by implementing the 1 tactic used by successful businesspeople ask the right interview questions to dramatically improve your ability to quickly distinguish an A Player from a B or C candidate attract the person you want to hire by emphasizing the points the candidate cares about most In business you are who you hire In Who Geoff Smart and Randy Street offer simple easy to follow steps that will put the right people in place for optimal success **SUMMARY - Who: The A Method For Hiring By Geoff Smart And Randy Street** Shortcut Edition, 2021-06-02 Our summary is short simple and pragmatic It allows you to have the essential ideas of a big book in less than 30 minutes By reading this summary you will discover the secrets to successfully hiring the best recruits You will also discover that employees are a company s number one competitive advantage finding good candidates is a challenge interviews are often too random and lack methodology to be successful in recruitment it is necessary to define your search very precisely by giving the mission the objectives and the skills it implies For a company personnel decisions are decisive they influence its future success even more than strategy It s not just a matter of finding qualified people but of ensuring that they can play a specific role Recruitment errors are very frequent and can have serious consequences for the company only a rigorous method can avoid them This is presented here by Geoff Smart and Randy Street leaders of the management consulting firm ghSMART Buy now the summary of this book for the modest price of a cup of coffee **SUMMARY** Edition Shortcut (author), 1901 **Die Chef-Falle** Jörg Knoblauch, 2013-09-10 Schreibt ein Unternehmen schlechte Zahlen hei t es h ufig dass das Personal seinen Aufgaben nicht gewachsen sei Doch J rg Knoblauch demonstriert warum vielmehr die Chefs schuld an der Misere sind Sind schlechte F hrungskr fte am Werk ziehen sie gute Mitarbeiter aufs Mittelma hinab Schlimmstenfalls k ndigt gutes Personal seinen schlechten Chefs Knoblauch zeigt Chefs wie sie von ihren Mitarbeitern lernen k nnen und sich ihren F hrungsanspruch t glich neu verdienen Denn wenn die Chefs sich nicht ndern werden ihre Mitarbeiter sie bestrafen The Holloway Guide to

Technical Recruiting and Hiring Osman (Ozzie) Osman,2023-08-15 Learn how the best teams hire software engineers and fill technical roles The Holloway Guide to Technical Recruiting and Hiring is the authoritative guide to growing software engineering teams effectively written by and for hiring managers recruiters interviewers and candidates Hiring is rated as one of the biggest obstacles to growth by most CEOs Hiring managers recruiters and interviewers all wrestle with how to source candidates interview fairly and effectively and ultimately motivate the right candidates to accept offers Yet the process is costly frustrating and often stressful or unfair to candidates Anyone who cares about building effective software teams will return to this book again and again Inside you ll find know how from some of the most insightful and experienced leaders and practitioners senior engineers recruiters entrepreneurs and hiring managers who ve built teams from early stage startups to thousand person engineering organizations The lead author of this guide Ozzie Osman previously led product engineering at Quora and teams at Google and built and sold his own startup Additional contributors include Aditya Agarwal former CTO of Dropbox Jennifer Kim former head of diversity at Lever veteran recruiters and startup founders Jose Guardado founder of Build Talent and former Y Combinator and Aline Lerner CEO of Interviewing io and over a dozen others Recruiting and hiring can be done well in a way that has a positive impact on companies employees and every candidate With the right foundations and practice teams and candidates can approach a stressful and difficult process with knowledge and confidence Ask your employer if you can expense this book it s one of the highest leverage investments they can make in your team

The CEO Next Door Elena Botelho,Kim Powell,Tahl Raz,2018-03-08 Winner of CMI Management Book of the Year 2019 New York Times Bestseller Wall Street Journal Bestseller Everything you thought you knew about becoming a CEO is wrong You must graduate from an elite college or business school In fact only 7 percent of the CEOs of today s companies went to a top school and 8 percent didn t graduate from college at all Never put a foot wrong In fact people who have become CEOs have on average had five to seven career setbacks on their way to the top Drawing on the biggest dataset of CEOs in the world in depth analysis of 2 600 leaders drawn from a database of 17 000 CEOs as well as 13 000 hours of interviews The CEO Next Door is crammed full of myth busting and counter intuitive insights in what it really takes to get ahead Discover the way actual CEOs of top companies think and behave and the kind of traits to develop if you want to make your ambitions a reality and take your career right to the top **Can They Sell** Steve Suggs,2012-03-27 Hacking Health David Putrino,2017-12-12 This book is a must read guide for those entering the world of HealthTech startups Author David Putrino a veteran in the world of HealthTech and Telemedicine details the roles necessity and values of key members of a typical HealthTech team and helps readers understand the motivations and core priorities of all people involved In ventures that typically depend upon effective communication between members from business science regulatory and academic backgrounds this book helps develop the core competencies that team members need to work harmoniously Four detailed case studies are shared that exemplify the spectrum of HealthTech possibilities including large corporations tiny startups

elite athletes and social good enterprises Each case study shows how the success or failure of a project can hinge upon strong team dynamics a deep understanding of the target population s needs and a strong awareness of each team member s long term goals This book is essential reading for entrepreneurs scientists clinicians marketing and sales professionals and all those looking to create new and previously unimagined possibilities for improving the lives of people everywhere The Art of Scalability Martin L. Abbott,Michael T. Fisher,2015-05-23 The Comprehensive Proven Approach to IT Scalability Updated with New Strategies Technologies and Case Studies In The Art of Scalability Second Edition leading scalability consultants Martin L Abbott and Michael T Fisher cover everything you need to know to smoothly scale products and services for any requirement This extensively revised edition reflects new technologies strategies and lessons as well as new case studies from the authors pioneering consulting practice AKF Partners Writing for technical and nontechnical decision makers Abbott and Fisher cover everything that impacts scalability including architecture process people organization and technology Their insights and recommendations reflect more than thirty years of experience at companies ranging from eBay to Visa and Salesforce com to Apple You ll find updated strategies for structuring organizations to maximize agility and scalability as well as new insights into the cloud IaaS PaaS transition NoSQL DevOps business metrics and more Using this guide s tools and advice you can systematically clear away obstacles to scalability and achieve unprecedented IT and business performance Coverage includes Why scalability problems start with organizations and people not technology and what to do about it Actionable lessons from real successes and failures Staffing structuring and leading the agile scalable organization Scaling processes for hyper growth environments Architecting scalability proprietary models for clarifying needs and making choices including 15 key success principles Emerging technologies and challenges data cost datacenter planning cloud evolution and customer aligned monitoring Measuring availability capacity load and performance *Die Personalfalle* Jörg Knoblauch,2010-03-08 Der Faktor Mensch bestimmt den Unternehmenserfolg die zentrale Managementenerkenntnis wird in kaum einem Unternehmen umgesetzt J rg Knoblauch spricht Klartext Wer im Vertrauen auf das Bauchgef hl neue Mitarbeiter ausw hlt wer sich darauf verl sst dass sich die Fehlbesetzung noch zum Performer entwickeln wird wer unter Personalentwicklung nur das j hrliche Mitarbeitergespr ch versteht der darf sich nicht wundern wenn sein Team in eine Abw rtsspirale ger t Knoblauch zeigt warum das Personalmanagement in die Unternehmensf hrung geh rt und warum es ein entscheidender Wettbewerbsvorteil ist wenn Mitarbeiterauswahl f rderung und f hrung oberste Priorit t bekommen **A Hidden Force** Ed Thompson,2023-04-04 How can your teams meet their true collective potential Diversity is a hot topic in the business world but it has been largely restricted to meaning a diversity of experiences based on a person s heritage upbringing or gender As A Hidden Force points out however there is another type of diversity that has been overlooked until recently neurodiversity the differences in how our brains process information Through his research personal experiences and extensive interviews with global neurodiversity experts and neurodivergent people in the

workforce Ed Thompson convincingly shows Why neurodiversity has historically been overlooked by society and in business and why it s so relevant Why embracing neurodiversity will help us be part of and build more innovative and effective teams How we can take our new understanding of the topic and neuroinclusive principles into our everyday work and interactions A Hidden Force makes a timely apt and critical contribution to today s business world Written for business leaders talent management professionals and neurodivergent employees this book shows why and how creating a work environment that welcomes the full spectrum of talent benefits everyone Army of Entrepreneurs Jennifer PROSEK,2011-02-02 Learn the key for any company to building a workforce dedicated to generating new business creating new products and services and sustaining growth As a young entrepreneur who turned a small PR business into a highly successful international communications firm author Jennifer Prosek experienced firsthand the power of instilling an owner s mind set in every employee In Army of Entrepreneurs Prosek teaches you how to motivate train and reward your employees provide everyone from interns to executives with the skills and support they need and refresh and evaluate programs and systems over time for continuous results Great businesses aren t built by a single leader or rainmaker Having a pool of employees who act as though they own the business results in increased motivation increased productivity and a supercharged desire to succeed Army of Entrepreneurs shows how to transform any workforce and reap the rewards *Reclaim Your Time Off* Fab Giovanetti,2021-05-11 A practical toolkit for thriving in the modern working environment by a popular wellness entrepreneur and business coach Multi hyphen careers and remote working have now become the norm in working culture Does flexible working mean always working What does work life balance actually look like This book offers practical steps to managing remote and flexible work coexisting in the same space as life Reclaim Your Time Off offers Fab s unique 3 step solution Simplify Delegate Automate Regular Action Steps and coaching activities to help you see and understand current patterns and reasons for overwhelm and turn them around Practical strategies to learn how to rest and work smarter In the current working landscape we work really hard On average over 60 hours per week Burnout is a ubiquitous buzzword Being overly busy is a badge of honour This book uncovers how busyness can impact negatively on creativity We need to relearn the art of being bored Down time is an essential part of productivity and a vital component in good health and wellbeing This book shows us how to protect it Quit Annie Duke,2022-10-04 From the bestselling author of Thinking in Bets comes a toolkit for mastering the skill of quitting to achieve greater success Business leaders with millions of dollars down the drain struggle to abandon a new app or product that just isn t working Governments caught in a hopeless conflict believe that the next tactic will finally be the one that wins the war And in our own lives we persist in relationships or careers that no longer serve us Why According to Annie Duke in the face of tough decisions we re terrible quitters And that is significantly holding us back In Quit Duke teaches you how to get good at quitting Drawing on stories from elite athletes like Mount Everest climbers founders of leading companies like Stewart Butterfield the CEO of Slack and top entertainers like Dave Chappelle Duke

explains why quitting is integral to success as well as strategies for determining when to hold em and when to fold em that will save you time energy and money You ll learn How the paradox of quitting influences decision making If you quit on time you will feel you quit early What forces work against good quitting behavior such as escalation commitment desire for certainty and status quo bias How to think in expected value in order to make better decisions as well as other best practices such as increasing flexibility in goal setting establishing quitting contracts anticipating optionality and conducting premortems and backcasts Whether you re facing a make or break business decision or life altering personal choice mastering the skill of quitting will help you make the best next move

*The Rare Find* George Anders, 2011-10-18 One of the nation s biggest music labels briefly signed Taylor Swift to a contract but let her go because she didn t seem worth more than 15 000 a year At least four book publishers passed on the first Harry Potter novel rather than pay J K Rowling a 5 000 advance And the same pattern happens in nearly every business Anyone who recruits talent faces the same basic challenge whether we work for a big company a new start up a Hollywood studio a hospital or the Green Berets We all wonder how to tell the really outstanding prospects from the ones who look great on paper but then fail on the job Or equally important how to spot the ones who don t look so good on paper but might still deliver extraordinary performance Over the past few decades technology has made recruiting in all fields vastly more sophisticated Gut instincts have yielded to benchmarks If we want elaborate dossiers on candidates we can gather facts and video by the gigabyte And yet the results are just as spotty as they were in the age of the rotary phone George Anders sought out the world s savviest talent judges to see what they do differently from the rest of us He reveals how the U S Army finds soldiers with the character to be in Special Forces without asking them to fire a single bullet He takes us to an elite basketball tournament in South Carolina where the best scouts watch the game in a radically different way from the casual fan He talks to researchers who are reinventing the process of hiring Fortune 500 CEOs Drawing on the best advice of these and other talent masters Anders reveals powerful ideas you can apply to your own hiring For instance Don t ignore the jagged r sum people whose background appears to teeter on the edge between success and failure Such people can do spectacular work in the right settings where their strengths dramatically outweigh their flaws Look extra hard for talent that whispers the obscure out of the way candidates who most scouting systems overlook Be careful with talent that shouts the spectacular but brash candidates who might have trouble with loyalty motivation and team spirit Each field that Anders explores has its own lingo customs and history But the specific stories fit together into a bigger mosaic In any field there s an art to clearing away the clutter and focusing on what matters most It s not necessarily hard but it requires the courage to take a different approach in pursuit of the rare find

**Into the Storm** Dennis Perkins, Jillian Murphy, 2012-10-23 Illustrated with examples from the story and compelling case studies this engaging book provides the resources and tools to support teams on their sometimes tumultuous journey to success In the face of turmoil and tragedy a crew of amateur sailors piloted their tiny vessel the AFR Midnight Rambler through a treacherous

storm to achieve victory in a world renowned sailing competition Their triumph perhaps even their survival owes itself to their astonishing commitment to teamwork an alchemy of cooperation trust planning and execution The Sydney to Hobart Yacht Race is among the most demanding sailing competitions in the world Unpredictable seas make the approximately 630 nautical mile course grueling under the best conditions but the 1998 race proved to be the most perilous to date when a sudden and violent storm struck Six sailors perished and another 55 were saved in what became the largest search and rescue operation in Australia's history But even while bigger better equipped yachts attempted to maneuver around the storm Ed Psaltis and his crew on the AFR Midnight Rambler made the daring decision to head directly into its path Author Dennis N T Perkins chronicles their nearly four day ordeal and draws parallels to the world of business revealing how teams can work together to overcome obstacles Use teamwork to achieve goals and beat challenges And succeed during difficult times Into the Storm will help your team achieve extraordinary feats together      *The Business of Venture Capital* Mahendra Ramsinghani,2011-09-07 The definitive guide demystifying the venture capital business The Business of Venture Capital covers the entire spectrum of a venture capital business from raising venture funds to structuring investments value creation as board member and assessing exit pathways Author Mahendra Ramsinghani covers the distinct aspects of the venture capital fund raising and investment process with insights and perspectives from leading experts Interviewees include Limited Partners LPs such as Credit Suisse Grove Street Advisors and General Partners GPs from Foundry Group Spark Capital Benchmark Capital Norwest Venture Partners Shasta Ventures and Bessemer Venture Partners If you're curious about venture capital businesses you've found the only book that covers it all The first book to address the full investment cycle of the venture capital business Demystifies the key aspects of the business raising venture funds fund level due diligence and fund terms structuring investments value creation and exits Foreword by Mark Heesen President National Venture Capital Association Benefit from the experiences of the best in class practitioners who have made investments in leading companies like Zynga Twitter Foursquare Describes how venture capital is an art as well as a science In depth and thorough The Business of Venture Capital is the one book that includes insights tools and real world examples every practitioner can benefit from      **Process!** Mike Paton,Lisa González,2022-09-27 This deep dive into the revolutionary EOS method to strengthen a company's process component will help leaders at all companies from early stage startups to established corporations run better businesses and live better lives Part of the TRACTION Library Process proves that a high level 20/80 approach to getting your core processes followed by all will help you Get consistently exceptional results Improve and innovate as necessary Free yourself to live your ideal life If you own run or lead in a fast moving business you're likely driven by passion and a desire to be free Many leaders mistakenly believe instilling rigor and discipline for process throughout your organizations will inhibit freedom They couldn't be more wrong It's when you're stuck in the day to day putting out fires and cleaning up messes that passion turns to frustration Freedom seems somewhere between elusive and impossible The secret



to getting unstuck is process This inspiring informative field guide will prove it's possible to establish rigor and discipline for process while also increasing creativity flexibility and innovation Process will help you identify a handful of core processes that make your business uniquely valuable You'll learn how to document and simplify the major steps in those processes so they can be done the right and best way every time Finally you'll execute a simple step by step plan that is helping more than 10 000 entrepreneurs around the world consistently get the results they want

**Third Shift Entrepreneur** Todd

Connor, 2021-04-21 Praise for THIRD SHIFT ENTREPRENEUR A must read for any aspiring entrepreneur with the itch to start their own business who is wondering but what do I do first Gino Wickman Author of Traction and Creator of EOS Our country and our communities are better when people bring their own ideas to life as entrepreneurs and this book written as an engaging story helps show us how If you're ready to step into the arena grab hold of this book and the strategies in it Robert A McDonald 8th Secretary of the Department of Veteran Affairs Retired Chairman President and CEO of The Procter Gamble Company Todd Connor has written the secret real testament of how so many entrepreneurs managed to start and survive He doesn't just lift the lid on the world of working entrepreneurs he offers a game plan to follow This is a book every person who dreams of starting their own business needs to read first Charlynda Scales Founder Mutt's Sauce LLC I cannot tell you how much I needed this book I literally could not put it down It spoke to my soul brought me to tears several times while re living my own angst and discontent and then ultimately left me bursting with hope energy and clarity for the path forward This for me was straight up therapy as well as the coaching I needed If you're at that place of wanting to step into your own world you have to read this Michael H Aspiring Entrepreneur

**What I Did Not Learn at IIT-B** Rajeev

Agarwal, 2017-08-29 Every year graduating engineers are told that they are destined for success But what are the habits and behaviours that actually lead to success In What I did not learn at IIT Rajeev Agarwal founder and CEO of MAQ Software has distilled decades of life experience into one accessible and informative guide In simple language he explains the success techniques he applied and what worked for him Encouraging graduates to look at their careers over a forty year span Rajeev explains that successful people choose to be passionate about every job they have Using a skillful combination of personal stories and checklists What I did not learn at IIT provides students young and old with a roadmap for success

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