



## Building a High Performance Team

HIRE WITH CLARITY & INSIGHT.

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### The Premise

If you are the sum of the 5 people who spend the most time with...it is important to look at who you are spending your time with. Are the people in your organization flourishing? Are they hitting the mark? Is the company hitting its performance measures? Is the environment synergistic, empowering and engaging? If the answers to these questions made your squirm then it is time to reevaluate your new employee selection, intake and on boarding program. In this 2 day selection process training, your company is indoctrinated in the "KeenWay". By establishing specific set hiring procedures, your company will avoid stepping into common hiring traps. You will see & experience the impact of an effective hiring process within the first 30 days.

### The Presentation

- Evaluate your current team.
  - What elements are missing?
  - What's working and what's not?
  - Who are your key players and what innate abilities and traits make them successful?
  - What are your core values?
- Hire right the first time.
  - Thoroughly define your positions.
  - Get to know your candidate from the beginning.
- Learn a comprehensive effective process for evaluating and selecting new hires.
  - What are your real needs?
  - How can you leverage your team's power?
  - Essential personality assessment tools.
  - Powerful behavioral interviewing model.
- Set up an effective ramp-up process that validates your hiring choice out of the gate.
  - Socialization on-boarding
  - Hit-the-ground-running on-boarding

### The Takeaways

- An in-depth facility in utilizing the 3 pronged hiring assessment
- Benchmarking for key roles
- Core behavioral interviewing questions that directly impact who you do and don't bring on the team
- A black-and-white method for evaluating performance, behavior, and attitude
- A fundamental foundation for the on-boarding process that emphasizes your core values and key differentiators