

HIRE SMARTER

Tips, ideas and suggestions on how to keep your hiring process on course



An ounce of performance is worth pounds of promises...

Hiring Tip

Don't make the first hoop too small...

In an era of double digit unemployment rates, it's easy to fall into the trap of looking for the 'designer candidate'. I have seen position descriptions where the 'required background' section is so long that the only missing requirement is that the candidate be able to walk to Catalina. Long laundry lists of requirements focus mostly in 'inputs'. They become more of a "person description" than a "job description". Just because there are a lot of people out there who are in transition doesn't mean the pool of people who can do the job you need is any larger.

Over the years we've learned that when hiring teams place too much emphasis on specific education, technical skills

Tip for the Executive

Osmosis is not my strong suit

Recently a recruiter friend and I were discussing mistakes candidates make on their resumes. We both agreed probably the best way to get your resume skipped over is to list the name of a company you worked for with no description of what it does. This is especially true when a candidate has worked for middle market companies.

and industry experience they screened out qualified candidates early in the process. The first “hoop” was too small, so some great candidates never got to the second hoop. Just because a golfer has played a thousand rounds of golf, doesn’t mean they could ever win the Masters. Past experience is rarely a good predictor of future success, but past *success* is a good predictor. Hiring is not about checking the ‘requirement boxes’; it’s about defining expectations and finding executives who can deliver the results you need. Some of the most successful candidates I have put into companies, didn’t meet some of the ‘experience’ requirements of the client, but they knew how to deliver results and did that in their new job.

Hiring tip: Focus your search on people who have delivered similar results, not just their past experiences. Otherwise, you'll miss some good people.

(Even if a company is a household name, include what your division, group, etc does!) The reader has no context from which to assess your accomplishments until they know what the company does and its relative size. I automatically skip these resumes. I told a candidate about this once and he said that he expected to “explain that in the interview”. My point is that there won’t be any interview. You have to give the reader the basic information they need to understand your background or you’ll get lost in the shuffle.

Recent Assignments/News

New Hiring Partner at Hagerthy & Co

As our clients’ Hiring Partner we’re committed to bringing excellent people throughout their organization so we have expanded our Middle Manager search practice. Some of you may remember Jo Catalano from IMCOR. She was a big contributor to our office then and she is now working with us on our middle manager searches.

Current and Recent Searches

We’ve continued to be busy with current searches for a Vice President, Operations and a Senior Chemist. We’ve recently completed searches for two Marketing Directors, an Interactive Producer and a Regional Store Operations Manager. Please keep us in mind when you need to find top quartile talent for your company.

Links to Look For

Read about Hagerthy & Co's [Complementary Assessment](#) of
your company's hiring systems.
Visit the [Hagerthy & Co](#) web site for more tips on hiring or
contact Mike Hagerthy at mike@hagnco.com.



*Hagerthy and Co. is your hiring partner.
Call us when you need to find top quartile candidates for your management
positions or when you want to develop an internal hiring process that will
consistently bring you excellent people throughout your organization.*

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