

**Recruiting Top Performers: The Performance Challenge Recruiting Process™**  
**Coaching your recruiters ...**  
**Handling the recruiting assignment**  
**An Exploration Dialogue**

**You**



**Me**



Do you do recruiting?

I will, but what I do is focused on new roles in rapidly growing or transforming organizations.

There are lots of capable recruiters, in-house and external service providers, who are good at finding people for well-defined roles in well-established organizations.

If you don't recruit, what do you do?

I coach in-house recruiters as they gain experience with The Performance Challenge Recruiting Process™. This is the best recruiting process for assessing top performers.

As part of that, your recruiters get access to my E-Book. (You can access it at the end of this dialogue.)

We work through a first, and perhaps a few more, recruiting projects together.

My aim is to ensure that your recruiters develop this skill, and add it to their recruiting expertise repertoire. This is the best 'value for money' approach.

So, what kind of recruiting do you do?

If you don't currently have people to do this, I can find top performers for 3 types of roles – where the role's performance expectations are in flux at the moment.

Successful recruiting requires that the recruiter have a clear picture of the performance a new hire will have to deliver in the role..

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Part of what I do is work with the in-house hiring manager to get past this unclarity. Without a clearer picture of what we expect a new hire to do in one of these roles in the first year, hiring for these roles is prone to hiring mistakes.

What are these roles?

They are ...

1. *New roles* which have not existed before.
2. *Rapidly changing roles*, where part of the performance required is restructuring things in ways that constantly redefine the performance expected in the role.
3. *Transform or turnaround* the organization, (or part of an organization,) where the performance required is first focused on fixing things, and THEN on turning the transformed organization over to others to manage the ongoing operations.

Does that mean you will not do the recruiting I need?

No, I will if the right fit between your need and my approach is in place. I specialize in high end roles failing into the 3 types above. But the best approach remains one in which I coach | mentor one of your existing recruiters.

Let's chat on Zoom to see if that is the case. Just use the Button at the end of this dialogue to set up time for us to chat.

What will we talk about?

Here is a tentative outline ....

1. What role are you recruiting for?
2. Does it fit into the kind of recruiting best done using

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the Performance Challenge Process?

3. What will give you the best long-term return on this: my coaching one of your inhouse recruiters during this first hiring or doing it myself? My intent is always to increase your independent capability when that is appropriate.

4. What other factors could impact your ability to find the top performer you need?

**Just use the button to the left to book a time with me.**

Pick Recruiting Consulting | Coaching out of the service list, and follow the next steps.

**Click on the cover to download the E-Book.**

You will be asked to join the Life Long Learner community. Once you do the link to access the books will be sent to you.

**Book a Zoom meeting**

