

Lou Adler's

The Hiring MachineSM

An End-to-End Business Process for Improving Quality of Hire

Start with a Great Job

Intake Meeting

Define Success to Predict Quality of Hire

- ✓ Attract the **Best Model** vs. Weed Out the Weak
- ✓ Shift to **Performance Qualified** over Skills Qualified
- ✓ Turn Lateral Transfers into **Career Moves**



SOURCING

Sourcing

Make More Hires with Fewer Candidates

- ✓ Small Batch, High Touch Process
- ✓ Attract More Diverse, Passive & High Potential Candidates
- ✓ **Job Branding:** Tie Each Job to Major Project or Mission



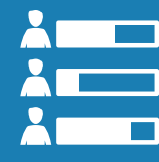
INTERVIEWING

Interviewing

Increase Assessment Accuracy to 80-90%

- ✓ Select & Compare Candidates based on **Quality of Hire**
- ✓ Eliminate Bias & Emotional Decisions
- ✓ Formalize the Hiring Decision-making Process

Performance-based Interview



RECRUITING

Recruiting

Find, Attract & Close the Strongest Talent

- ✓ Focus on Career Growth & Job Fit not \$\$
- ✓ Improve Retention, Satisfaction & Performance

Recruiting & Closing



End with a Great Hire

Performance-based Hiring Process

Measure & Track Quality of Hire

Metrics & Process Integration

Multiple Training Options