

WELCOME!
**THE LIVESTREAM WILL START
IN JUST A MOMENT**

How to Scale Your Hiring Effectiveness
Architecting Scale with Predictable Success

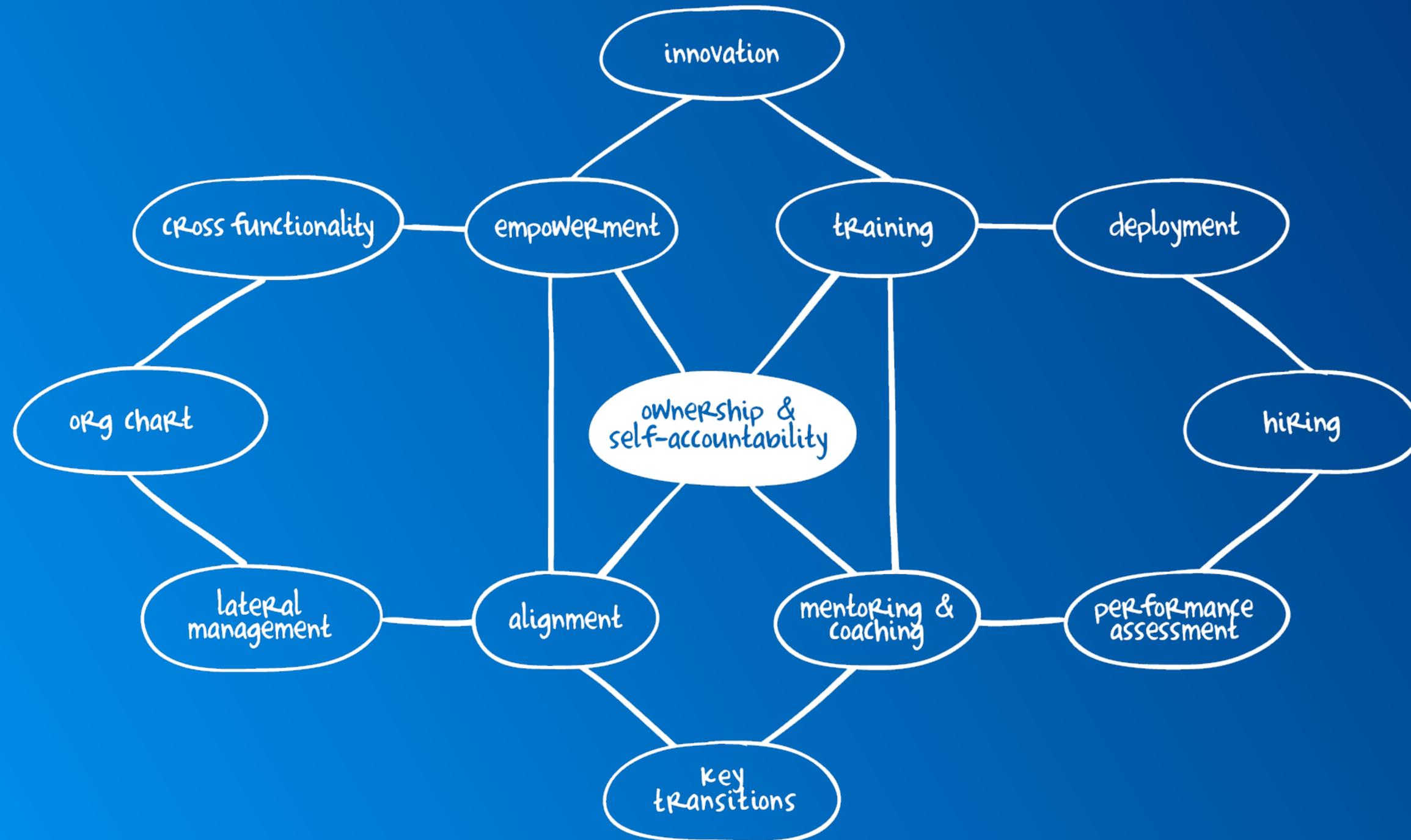


HOW TO SCALE YOUR HIRING EFFECTIVENESS

Architecting Scale with Predictable Success



THE PREDICTABLE SUCCESS SCALABILITY MATRIX



THE PREDICTABLE SUCCESS SCALABILITY MATRIX



TODAY'S AGENDA

PART 1

Understand the special role of hiring as it relates to helping an organization sustain Predictable Success

PART 2

The 5 Key Factors that allow you to scale your hiring effectiveness

PART 3

Identify the practical next steps for you to immediately implement what you have learned



COMMENTS & QUESTIONS

Jot down during the presentation -
use the Q&A box for unanswered comments / observations
when we reach the Q&A



SCOTT RITZHEIMER

FOUNDER AND CEO SCALE ARCHITECTS



Scott has helped start nearly 20,000 new businesses and nonprofits and, with his business partner, started and led their multimillion-dollar business through an exceptional and extended growth phase (over ten years of double-digit growth) all before he turned 35.

He founded Scale Architects to help coaches and consultants like you bring Predictable Success to your career and to your clients! He now spends his time teaching Predictable Success to coaches, consultants, and leaders across the country.



LES MCKEOWN

FOUNDER AND CEO PREDICTABLE SUCCESS



Les McKeown is the President and CEO of Predictable Success, a leading advisor on leadership and organizational development. He has started over 40 companies in his own right, and was the founding partner of an incubation consulting company that advised on the creation and growth of hundreds more organisations worldwide.

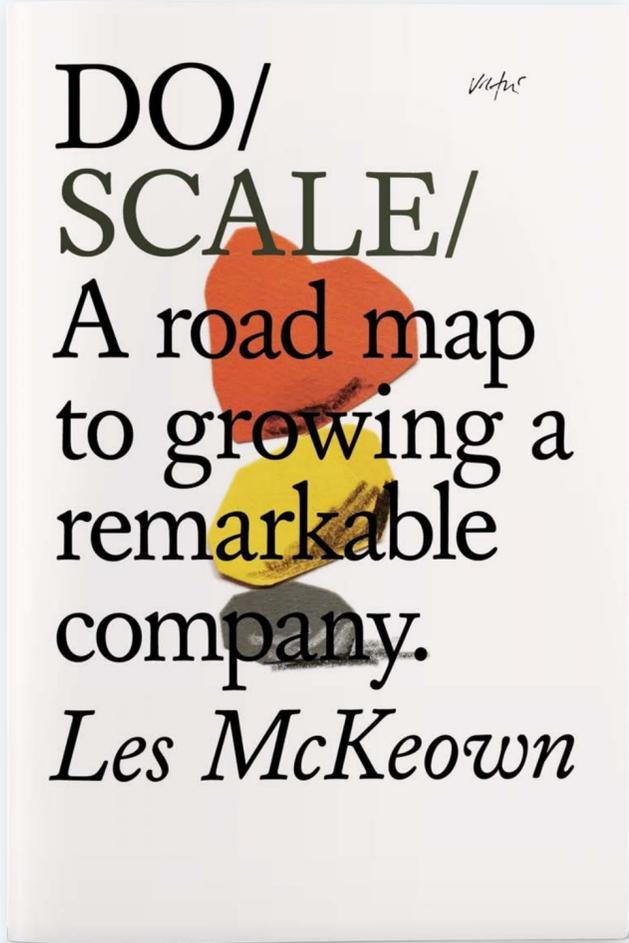
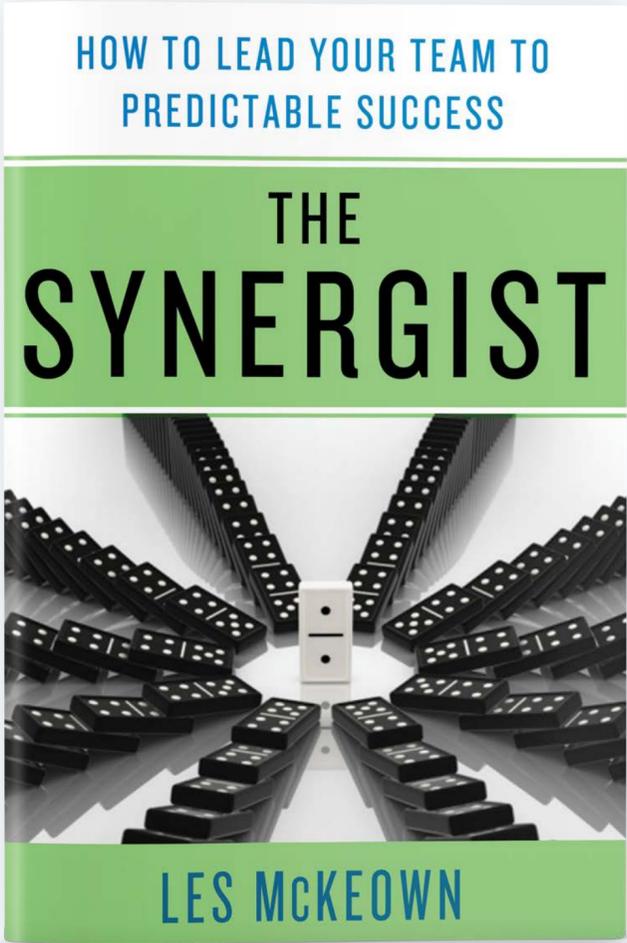
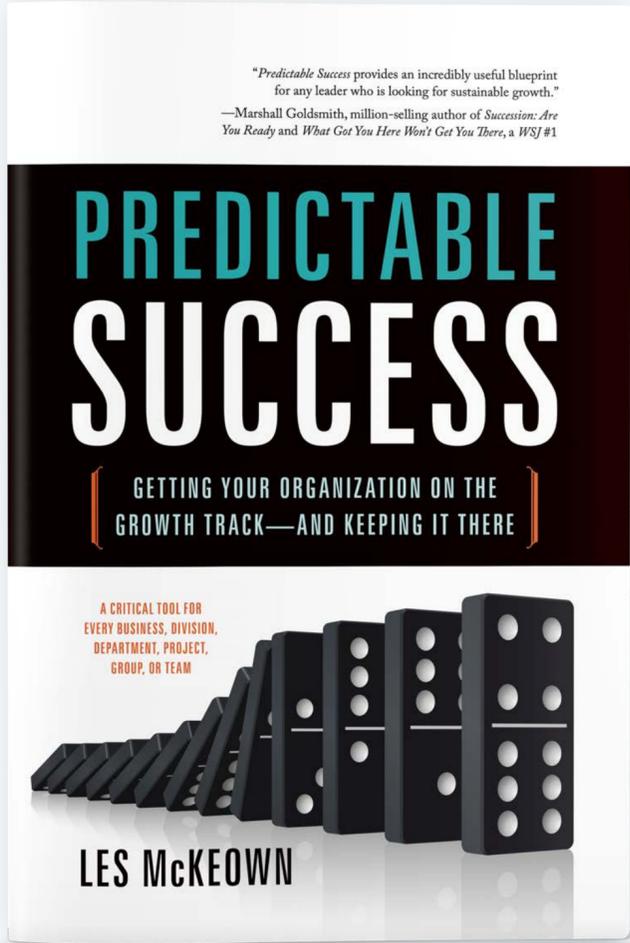
Les advises CEOs and senior leaders of organisations on how to achieve scalable, sustainable growth. His clients range from large family-owned businesses to Fortune 100 companies, and include Harvard University, American Express, T-Mobile (now EE in the UK and Europe), United Technologies, the Pella Corporation and Chevron.

Based in Washington, DC, Les now spends his time consulting, writing, teaching and speaking. Les has appeared on CNN, ABC, the BBC and in Entrepreneur magazine, USA Today and the New York Times. Les is the author of the WSJ and USA Today bestseller, 'Predictable Success', 'The Synergist', 'Do Lead' and 'Do Scale'.

Les can be contacted at: lesm@predictablesuccess.com
or via his website: PredictableSuccess.com



INTRODUCING PREDICTABLE SUCCESS



INTRODUCING PREDICTABLE SUCCESS



Alan Mullaly

President and CEO
Ford Motor Company



Marshall Goldsmith,

Bestselling Author
*Succession: Are You Ready? &
What Got You Here Won't Get You There*



Michael Port

Bestselling Author
Book Yourself Solid

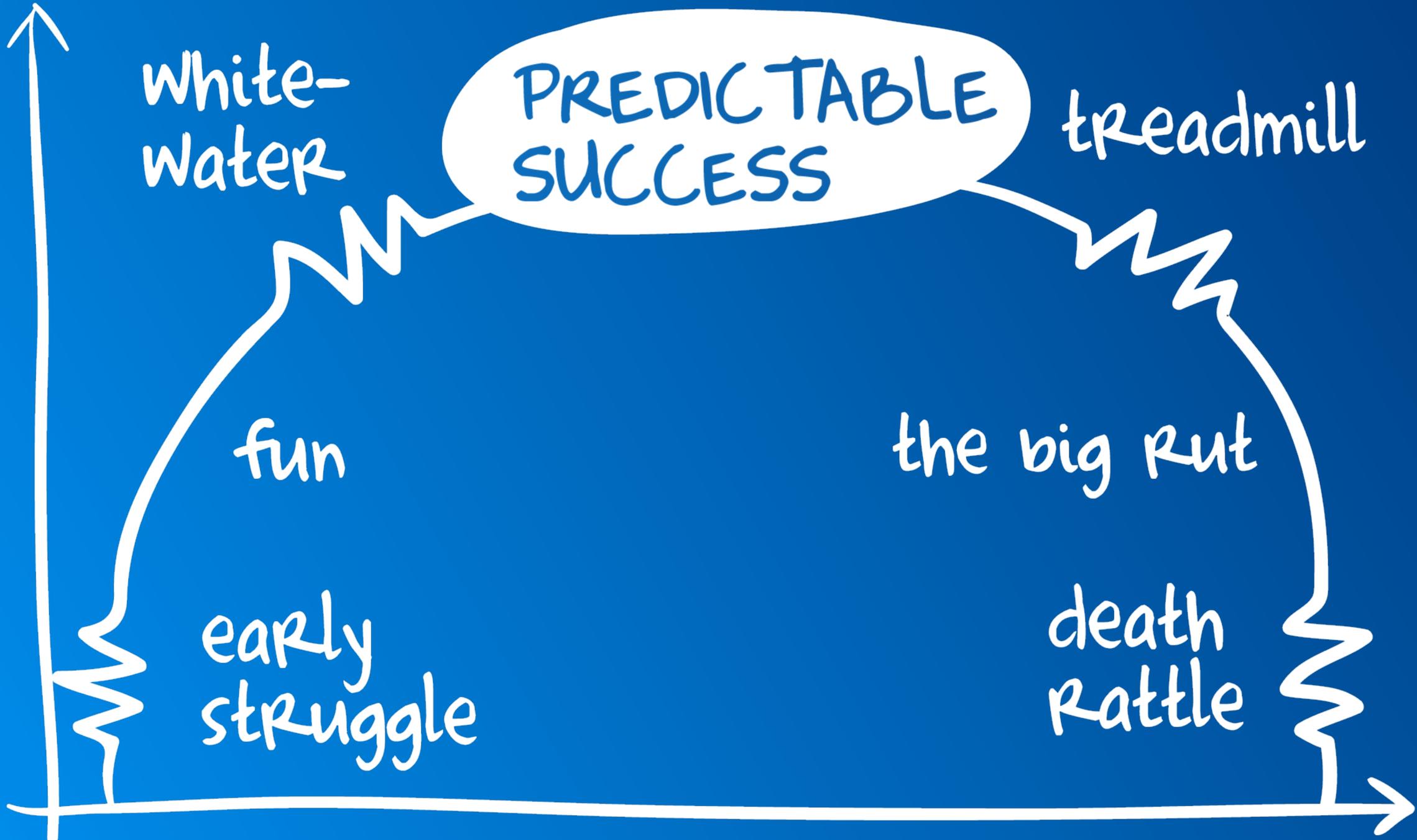


WHAT IS THE ULTIMATE GOAL OF HIRING?

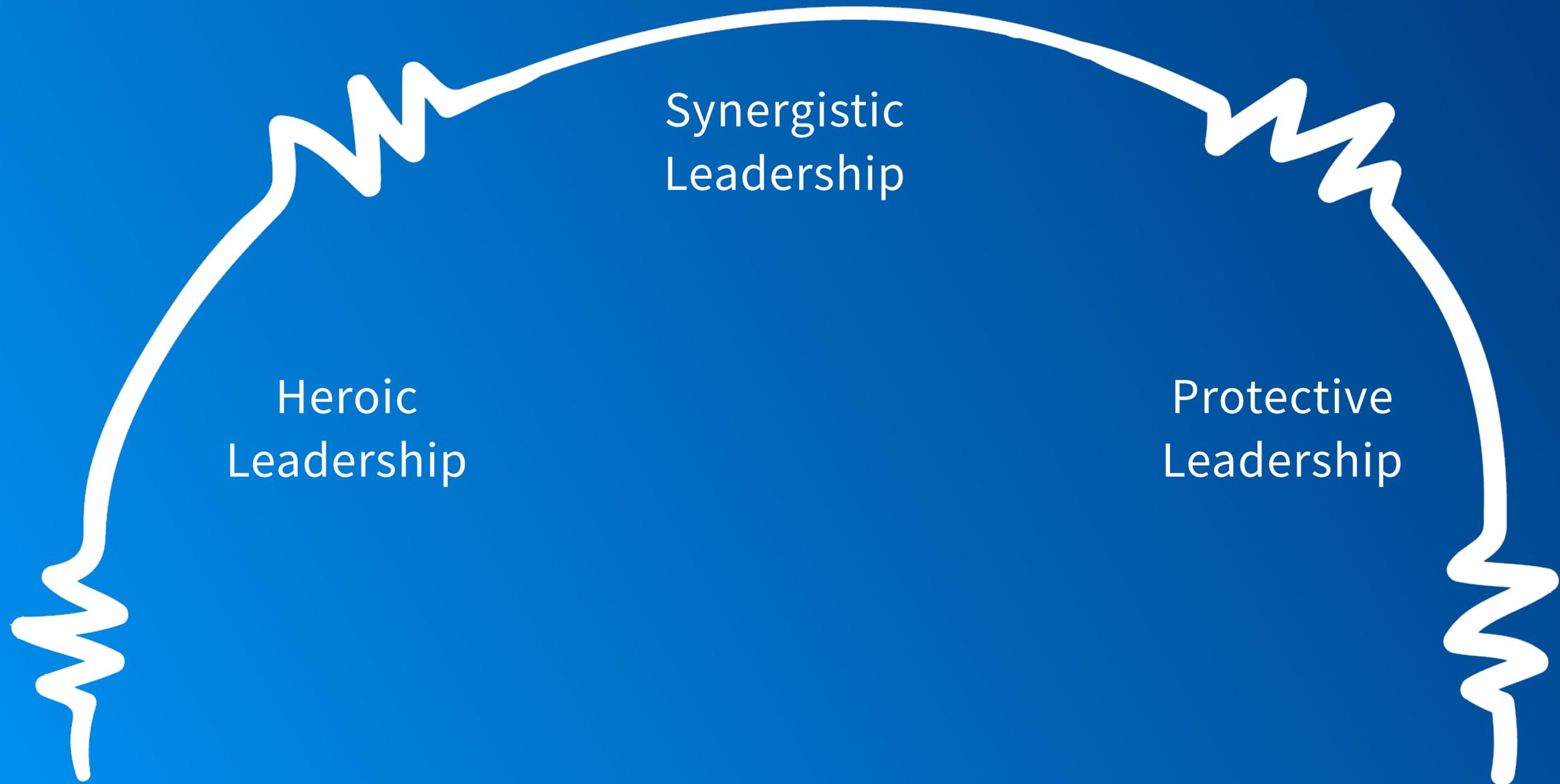
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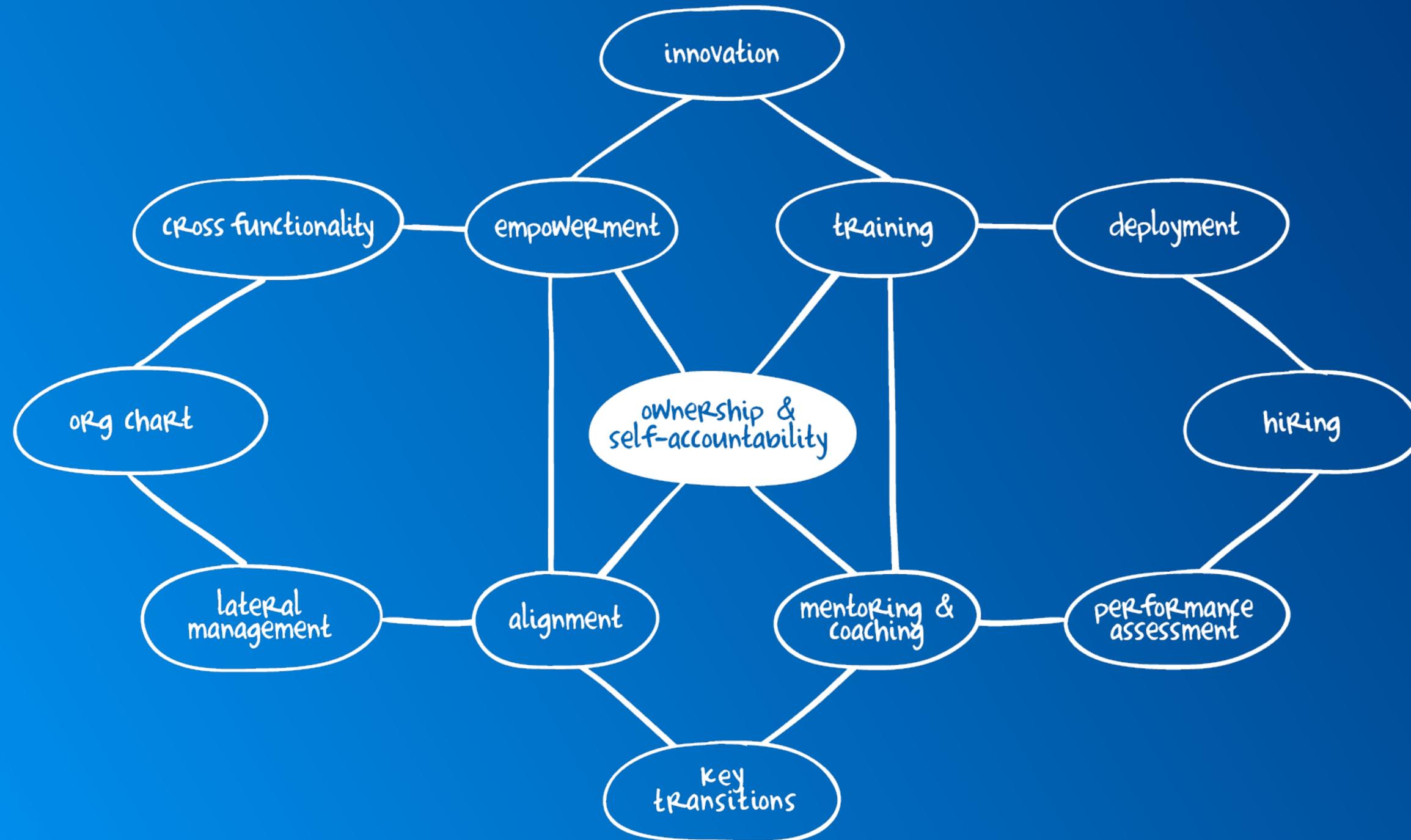
THE PREDICTABLE SUCCESS MODEL



HIGH-QUALITY TEAM-BASED DECISION MAKING



THE PREDICTABLE SUCCESS SCALABILITY MATRIX



THE GOAL OF HIRING IS HIGH-QUALITY TEAM-BASED DECISION-MAKING

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HIRING IN PREDICTABLE SUCCESS



HQTBDM WITHOUT 'PS' HIRING

WHY IS HIRING FOR PS IS SO IMPORTANT?

- Constant need to 're-educate' regarding Decision-Making processes.
- Debilitating pressure to fragment Decision-Making approach.
- 'Big dog' new hires unwittingly take organization toward Whitewater or Treadmill
- Little or no cohesion in execution.
- Confusion in direct reports.
- Speedy development of silos.
- High turnover.



WHERE WE'RE HEADED

FROM

- Probation hearing
- Failure until proven successful
- Single (visceral) point of decision
- Checking pulse
- Event
- Divination / minesweeping

TO

- Adoption process
- Successful unless proven otherwise
- Multi-faceted compliance with needs
- CAT scan
- Process
- **Behavioral proof of talent**



KEY CONCEPT: THE GOLF SWING

Predictable Success Hiring is an all-encompassing process that begins long before a new employee is hired:



THE HIRING GOLF SWING

SUBTITLE

1. **The Setup:** Transitioning from Heads to Hats
2. **The Backswing:** Building a hiring 'brand'.
3. **The Downswing:** Sourcing great candidates.
4. **Point of Impact:** Effective interviewing & hiring.
5. **The Follow-Through:** Effective on-boarding and orientation.



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STEP 1: HEADS TO HATS

The Setup: Internal Clarity



HEADS TO HATS

OBJECTIVE

TO MOVE FROM PERSONIFIED ROLE DESCRIPTIONS TO THOSE REQUIRED BY AND FOR THE ORGANIZATION.



HEADS TO HATS

DEFINITION / CONTEXT:

Effective Predictable Success hiring can only happen after a transition we call ‘moving from Heads to Hats’.

Essentially, this means moving achieving clarity on, and hiring to, the roles within the organization, rather than building roles around individuals and their specific skill-sets and behaviors.



HEADS TO HATS

FOUR MAIN ELEMENTS:

1. Org chart
2. Job Specifications
3. Key Performance Indicators (KPIs)
4. Service Level Agreements (SLAs)



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STEP 2: BUILDING A HIRING 'BRAND'

The Backswing: External messaging



BUILDING A HIRING 'BRAND'.

OBJECTIVE

TO ACTIVELY BUILD A HIRING BRAND THAT ATTRACTS HIGH QUALITY CANDIDATES.



BUILDING A HIRING 'BRAND'.

DEFINITION / CONTEXT:

Whether we like it or not - whether we intend it for not - everything we do builds a perception to the outside world as to what it would be like to work for our organization. Better to **actively manage** that perception than to let it build inadvertently and suffer the consequences.



BUILDING A HIRING 'BRAND'.

FOUR MAIN ELEMENTS:

1. Online presence: website, social media footprint, review sites
2. Community engagement
3. Current staff
4. Job postings



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STEP 3: EFFECTIVE SOURCING

The Downswing: Sourcing great candidates



EFFECTIVE SOURCING

OBJECTIVE

TO ACTIVELY BUILD A PIPELINE OF CLEARLY IDENTIFIED HIGH QUALITY CANDIDATES FOR EACH KEY POSITION.



EFFECTIVE SOURCING

DEFINITION / CONTEXT:

The single biggest difficulty in any hiring process is sourcing great candidates. Most organizations essentially settle for 'hiring the least imperfect candidate'. Organizations in Predictable Success build a process that guarantees them a pipeline of high quality candidates for every key position.



EFFECTIVE SOURCING

FOUR MAIN ELEMENTS:

1. Internal candidates
2. 'Passive' candidates
3. 'Nurtured' candidates
4. Alumni



STEP 4: EFFECTIVE INTERVIEWING

The Point of Impact: Interviewing



EFFECTIVE INTERVIEWING

OBJECTIVE

TO DETERMINE CLINICAL PROOF OF A CANDIDATES
LIKELIHOOD TO SUCCEED IN THE ROLE.



EFFECTIVE INTERVIEWING

DEFINITION / CONTEXT:

In most organizations interviewing is little more than taking an educated guess at whether or not a particular candidate will succeed or fail. In Predictable Success, interviewing is a clinical autopsy of the client, providing clinical proof of their ability to succeed in the job - or otherwise.



EFFECTIVE INTERVIEWING

FOUR MAIN ELEMENTS:

1. Must Haves / Must Dos (MHMDs)
2. Panel Interviews
3. Behaviorally-Based Questions (BBQs)
4. Role Play / Scenario Testing



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STEP 5: EFFECTIVE ONBOARDING

The Follow-Through: Onboarding



EFFECTIVE ONBOARDING

TO ENSURE NEW
HIRES REACH
OPTIMAL
PRODUCTIVITY IN A
PLANNED MANNER.

Definition / Context:

Ever bought a great new gizmo and found it still sitting on a shelf months later unused? I know I have at least two juicers that never made it to actual juicing. On a much more important level, the same also often happens to even the best new hires - they either never reach their full potential, or only do so after an inordinately long period of time, simply because they were never effectively onboarded.

Four Main Elements:

1. Deliverables
2. Understanding.
3. Processes.
4. People.



EFFECTIVE ONBOARDING

OBJECTIVE

TO ENSURE NEW HIRES REACH OPTIMAL PRODUCTIVITY IN A PLANNED MANNER.



EFFECTIVE ONBOARDING

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EFFECTIVE ONBOARDING

FOUR MAIN ELEMENTS:

1. Deliverables
2. Understanding
3. Processes
4. People



GROUP EXERCISE

QUESTIONS FOR YOU AND YOUR TEAM

- Why / when does your hiring work well?
- Why / when does your hiring not work well?
- What 3 things could you start doing, that would make your hiring better?
- What 3 things should you stop doing, that would make your hiring better?
- What's the major barrier / constraint on making consistently good hires?



NEXT STEPS?

How to Scale Your Hiring Effectiveness
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HOW WE CAN HELP

You can architect scale yourself using our expansive suite of **training courses and live events** that are designed to help you reach Predictable Success!

Do-It-Yourself

You can bring in a knowledgeable Scale Architect we've personally trained to **help coach you and your team** into Predictable Success!

Coaching & Consulting

We can **train one or more of your current leaders** to become a Scale Architect within your organization to help you reach Predictable Success!

Train the Trainer



LET US HELP YOU

**FAST TRACK YOUR PROGRESS
TOWARD PREDICTABLE SUCCESS
WITH SCALE ARCHITECTS**

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OUR NEXT EVENT

RADICALLY IMPROVE YOUR
RESULTS THROUGH EFFECTIVE
PERFORMANCE ASSESSMENT

SEPTEMBER 14 @ 2:00 PM EDT

[predictablesuccess.com/2021-
livestream-series](https://predictablesuccess.com/2021-livestream-series)

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A SMALL TOKEN OF OUR APPRECIATION

3 FREE OFFERS
FROM US TO YOU!

THE LEADERSHIP STYLES QUIZ

Identify your leadership style and those of your team and even your job candidates for free

FREE CHAPTER OF *DO LEAD*

Get a fresh take on the genuine leadership that can flourish at every level in the organization

FREE CONSULTATION

We'd love to help you identify the next steps for your journey into Predictable Success in your Hiring



Q & A

We're here to answer any questions you may have!



LET US HELP YOU

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