

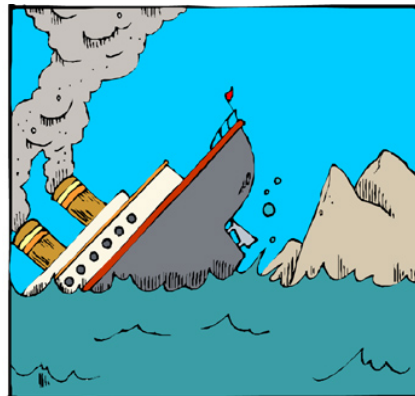
Steer Clear of the Icebergs When Hiring

By Stepp Stevens Sydnor, CEO
TurnAround Training Solutions, LLC

The main job of a manager is to hire the best people first—and then supervise, manage or coach their performance. Once we hire someone, we have high hopes and expectations. Then after six months we wonder how or why we ever selected them at all. You did all the right hiring things and now you're questioning your judgment. You thought you selected an "A" player but ended up with a "C" player. Why is it, then, that the equation never comes out exactly as we planned?

Hiring "C" players always produces "C" results, and we spend our time managing "C" players while ignoring our best "A" and "B" team members. If you've 'been around the block' in hiring, you most likely have personal experience with, and felt some pain over, what I'm talking about, right?

When the vision for the largest cruise ship in the world became reality, the mammoth Titanic set sail. In its way was the unforeseen iceberg. The captain knew icebergs were out there in the ocean but didn't feel they would pose a problem—until it was too late to steer clear of a deadly one. If a global positioning system (GPS) finder had been available for icebergs then, we're sure the Titanic would have had one on board!



Managers who are responsible for hiring the right people are reminiscent of the Titanic ship captain. They know that icebergs exist, they take seminars on how to avoid them, but somehow they manage to bring them on board. When corporate results suffer, they blame the icebergs when they should be blaming themselves for hiring the icebergs in the first place.

There is a solution to iceberg detection. It's using a competency inventory tool. An assessment tool will give you the insight needed to see what you can't see. Think of it as a **GPS Iceberg Identifier**—a tool for spotting the icebergs before you bring them on board. Using this tool, you can identify how many icebergs you have on your team or how close to the icebergs you are.

One tool I highly recommend is **The Devine Inventory**. This tool has evolved over the years to the point that it's almost foolproof. Once you use it, you'll wonder how you ever lived without it...just like your personal GPS! TurnAround Training Solutions is pleased to offer this tool as part of our training inventory. To learn more, give me a call at 903-533-0591, ext. 12.

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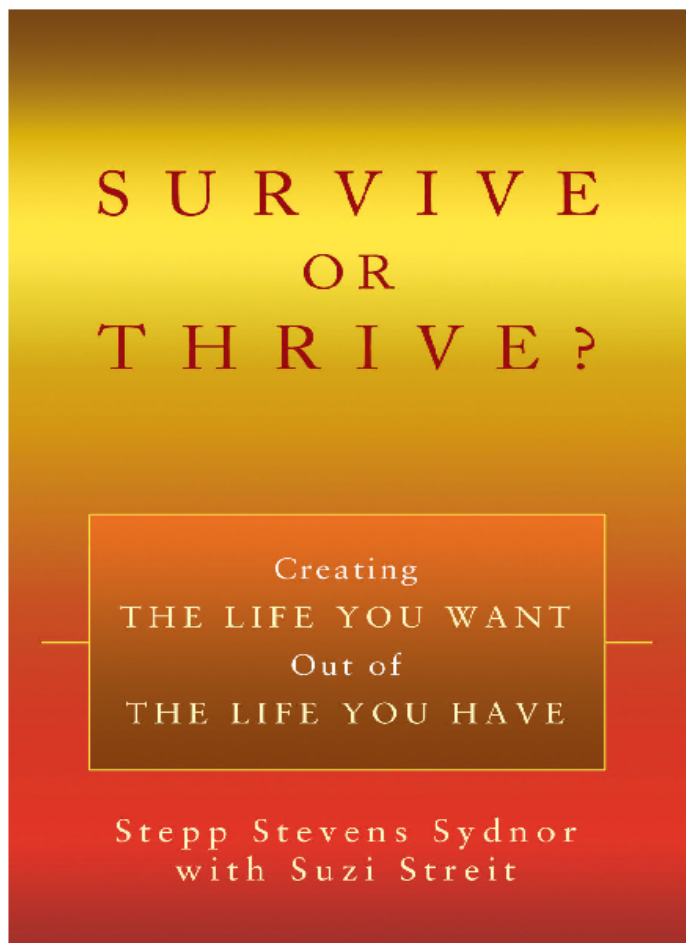
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