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*Hire With
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Based Hiring To
Build Great Teams
Using
Performance
Based Hiring
To Build
Great Teams*

***From the creator
of the popular***

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**website Ask a
Manager and New
York's work-advice
columnist comes a
witty, practical
guide to 200
difficult
professional conve
rsations—featuring
all-new advice!
There's a reason
Alison Green has
been called "the
Dear Abby of the**

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Building Teams
Build Great Teams

work world.” Ten years as a workplace-advice columnist have taught her that people avoid awkward conversations in the office because they simply don’t know what to say. Thankfully, Green does—and in this incredibly helpful

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**book, she tackles
the tough**

discussions you

may need to have

during your career.

You'll learn what

to say when •

coworkers push

their work on

you—then take

credit for it • you

accidentally trash-

talk someone in an

email then hit

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***“reply all” • you’re
being***

micromanaged—or

not being managed

at all • you catch a

colleague in a lie •

your boss seems

unhappy with your

work • your

cubemate’s loud

speakerphone is

making you

homicidal • you

got drunk at the

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**holiday party
Praise for Ask a**

Manager “A must-

read for anyone

who works . . .

[Alison Green’s]

advice boils down

to the idea that

you should be

professional (even

when others are

not) and that

communicating in

a straightforward

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***manner with
candor and
kindness will get
you far, no matter
where you
work.”—Booklist
(starred review)
“The author’s
friendly, warm, no-
nonsense writing is
a pleasure to read,
and her advice can
be widely applied
to relationships in***

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**all areas of
readers' lives.
Ideal for anyone
new to the job
market or new to
management, or
anyone hoping to
improve their work
experience.”—Libr
ary Journal
(starred review) “I
am a huge fan of
Alison Green's Ask
a Manager column.**

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This book is even better. It teaches

us how to deal

with many of the

most vexing big

and little problems

in our

workplaces—and to

do so with grace,

confidence, and a

sense of

humor.”—Robert

Sutton, Stanford

professor and

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**author of *The No
Asshole Rule and***

The Asshole To

Survival Guide

“Ask a Manager is

the ultimate

playbook for

navigating the

traditional

workforce in a

diplomatic but firm

way.”—Erin Lowry,

author of *Broke*

Millennial: Stop

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Unprecedented
Tell-All Guide
Through the
Intricacies of
Executive
Recruitment The
single greatest
opportunity that
an organization
has to improve

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**both performance
and culture in one**

stroke lies in the

hiring of a new

executive—the

right executive.

The fresh thinking

of a skilled leader

has the potential

to unleash

innovation,

empower

employees, and

generate wealth

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for the company.
Similarly, a bad
hire may mortally
wound the
organization and
cause ripple
effects throughout
the entire
economy. Hiring
Greatness contains
valuable insider
strategies and
tactics—previously
only known to a

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**handful of
America's
wealthiest, elite
head-hunters—to
attract, recruit,
and retain star
executives.**
**Authors David E.
Perry and Mark J.
Haluska have
completed more
than 1800 search
projects across five
continents,**

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***maintaining a
99.97% success
rate, and
negotiating more
than \$380 million
in salaries. Like
magicians
unveiling the
hidden 'tricks of
the trade,' Perry
and Haluska
reveal: How to
systematically
secure—and***

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***retain—the perfect
talent for your***

company How to

keep recruiters

from poaching

your star

executives (a good

hire is relatively

meaningless if

they leave the

company) Twenty-

three questions

you must ask a

potential

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**headhunter The
language that
makes your
company the most
compelling, and
how HR lingo can
repel the best
talent Four critical
turnoffs that drive
great candidates
away from top
companies One
company created
\$3.8 million of**

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Build Hiring Teams

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market value each

hour, for six

months, simply by

hiring the right

leader. Hiring

Greatness takes

you behind the

scenes of one of

the world's most

profitable and

secretive

industries,

meticulously

showing how any

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Building To
Build Great Teams

***organization can
make monumental
hiring decisions
that lead to
massive success.
A critical factor in
your organization's
success is your
ability to hire --
and keep -- good
people. But in
order to tackle the
toughest recruiting
assignments and***

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**keep your
company running
smoothly with
great hires who
are there for the
long haul, you
need to infuse
both common
sense and
corporate street
smarts into your
approach. 101
Strategies for
Recruiting Success**

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**offers tips of the
trade from a**

recruiting

professional with

more than two

decades of

experience. The

book includes

proven ways to

reel in great

talent, including

how to make your

general recruiting

operations

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***proactive rather
than reactive, 25
ways to find the
people your
company needs,
methods for
conducting
interviews and
evaluating
candidates, advice
on how to recruit
for diversity,
retention tactics
such as mentoring,***

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performance appraisal, and anti-raiding strategies that begin before the candidate is hired, and a Recruiting Excellence Workbook.

A vital guide for hiring managers at all rungs of the corporate ladder who want to learn

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***how to recruit star
talent and want to***

understand their

proper role in the

process.

Business Writing

For Dummies

Who

A Veteran FBI

Agent's User

Manual for

Behavior

Prediction

Decoding Levels of

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**Work in the
Behavioral
Interview
Hire with Your
Head**

**Heiress for Hire
Finding Careers
Outside Academia**

Clear Your Head
Trash is your
essential road map to
confront and conquer
the fears, stresses
and anxieties that

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prevent you from
thinking clearly, doing

your best and living

with confidence. The

Head Trash

Clearance Method will

help you to reclaim

your headspace so

that you can enjoy

your life and work.

Includes bonus online

materials!

Martin Harris returns

home after a short

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absence to find that his wife doesn't know him and another man is living in his house under his name. The imposter shares all of Martin's memories, experiences, and knowledge down to the last detail. Is it conspiracy?

Amnesia? An elaborate hoax or his own paranoid

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delusion? Part moral
fable, part thriller,

Unknown is a fast-

paced tale of one

man's desperate

attempt to reclaim his

existence-even at the

cost of his own life.

Watch a Video

• More than 500

appearances on

national bestseller

lists • #1 Wall Street

Journal, New York

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Times, and USA
Today • Won 12 book
awards • Translated
into 35 languages •
Voted Top 100
Business Book of All
Time on Goodreads
People are using this
simple, powerful
concept to focus on
what matters most in
their personal and
work lives.

Companies are

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Based Hiring Tools
Build Great Teams

helping their employees be more productive with study groups, training, and coaching. Sales teams are boosting sales. Churches are conducting classes and recommending for their members. By focusing their energy on one thing at a time people are living more rewarding lives by

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building their careers,
strengthening their

finances, losing To

weight and getting in

shape, deepening

their faith, and

nurturing stronger

marriages and

personal

relationships. YOU

WANT LESS. You

want fewer

distractions and less

on your plate. The

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Build Great Teams

daily barrage of e-mails, texts, tweets, messages, and meetings distract you and stress you out.

The simultaneous demands of work and family are taking a toll. And what's the cost? Second-rate work, missed deadlines, smaller paychecks, fewer promotions--and lots

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of stress. AND YOU
WANT MORE. You
want more
productivity from your
work. More income for
a better lifestyle. You
want more
satisfaction from life,
and more time for
yourself, your family,
and your friends.
NOW YOU CAN
HAVE BOTH – LESS
AND MORE. In The

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Performance
Result Hiring To
Build Great Teams

ONE Thing, you'll
learn to * cut through
the clutter* achieve
better results in less
time * build
momentum toward
your goal* dial down
the stress * overcome
that overwhelmed
feeling * revive your
energy * stay on track
* master what matters
to you The ONE
Thing delivers

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extraordinary results
Performance
in every area of your
Based Hiring To
life--work, personal,
Daily Great Teams
family, and spiritual.

WHAT'S YOUR ONE
THING?

Find the right
candidate for the job
every time Adler's
insightful new
POWER hiring
methods enable
managers to attract,
assess, and recruit

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Recruiting To
Build Great Teams

the best candidates
through the
integration of online
tools and offline
behavior

modifications. New
information on hiring
and the Internet,
diversity, and legal
compliance issues is
included.

Heuristics for
Software Engineering
Clear Your Head

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Trash
Performance
Ask a Manager
Using Product EQ to
Go Beyond Culture
and Skills
What to Do When
Everyone Looks to
You
The Practical Guide
for Attracting and
Interviewing Top
Talent
On Becoming an
Individual in an Age of

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Distraction
Performance
Based Hiring To
Build Great Teams

A groundbreaking
new book from
the bestselling
author of Shop
Class as Soulcraft
In his bestselling
book Shop Class
as Soulcraft,
Matthew B.
Crawford
explored the
ethical and

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practical
Performance
importance of
Based Hiring To
manual
Build Great Teams
competence, as
expressed
through mastery
of our physical
environment. In
his brilliant follow-
up, *The World
Beyond Your
Head*, Crawford
investigates the

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Based Hiring To
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challenge of
mastering one's
own mind. We
often complain
about our
fractured mental
lives and feel
beset by outside
forces that
destroy our focus
and disrupt our
peace of mind.
Any defense

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Based Hiring To
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against this,
Crawford argues,
requires that we
reckon with the
way attention
sculpts the self.
Crawford
investigates the
intense focus of
ice hockey
players and short-
order chefs, the
quasi-autistic

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behavior of
gambling addicts,
the familiar
hassles of daily
life, and the deep,
slow craft of
building pipe
organs. He shows
that our current
crisis of attention
is only
superficially the
result of digital

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Based Hiring To
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technology, and becomes more comprehensible when understood as the coming to fruition of certain assumptions at the root of Western culture that are profoundly at odds with human nature. The World

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Beyond Your
Performance
Head makes
Based Hiring To
sense of an
Build Great Teams
astonishing array
of common
experience, from
the frustrations of
airport security to
the rise of the
hipster. With
implications for
the way we raise
our children, the

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design of public spaces, and democracy itself, this is a book of urgent relevance to contemporary life.

A smart, sexy, and witty romantic comedy—perfect for fans of Christina Lauren

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and Sally
Performance
Thorne—about a
Based Hiring To
twentysomething
Build Great Teams
who lives out
every woman's
fantasy: getting
paid to give men
who do us wrong
a taste of their
own medicine.
But when a
previous target
unexpectedly

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shows up at her office, she's forced to rethink her life as a professional heartbreaker. Brinkley Saunders has a secret. To everyone in the academic world she left behind, she lost it all when she

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dropped out of
grad school. Once
a rising star
following in her
mother's
footsteps, she's
now an
administrative
assistant at an
insurance
agency—or so
they think. In
reality, Brinkley

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works at
Performance
Heartbreak for
Based Hiring To
Hire, a secret
Build Great Teams
service that
specializes in
revenge for jilted
lovers, frenemies,
and long-suffering
coworkers with a
little cash to
spare and a man
who needs to be
taken down a

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notch. It might not be as prestigious as academia, but it helps Brinkley save for her dream of opening an art gallery and lets her exorcise a few demons, all while helping to empower women. But when her

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boss announces
she's hiring male
heartbreakers for
the first time,
Brinkley's no
longer so sure
she's doing the
right
thing—especially
when her new
coworker turns
out to be a target
she was paid to

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take down.
Though Mark
spends his days
struggling up the
academic ladder,
he seems to be
the opposite of a
backstabbing
adjunct: a nerd at
heart in criminally
sexy sweater
vests who's
attentive both in

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and out of the
bedroom. But as
Brinkley finds it
increasingly more
difficult to focus
on anything but
Mark, she soon
realizes that like
herself, people
aren't always who
they appear to
be. With Sonia
Hartl's "bitingly

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funny”
(Publishers
Weekly) prose,
Heartbreak for

Hire is a clever
romcom you and
your girlfriends
won't be able to
stop talking
about.

"Superbosses is
the rare business
book that is chock

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Performance
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full of new,
useful, and often
unexpected
ideas. After you
read Finkelstein's
well-crafted gem,
you will never go
about leading,
evaluating, and
developing talent
in quite the same
way.”—Robert
Sutton, author of

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Scaling Up
Performance
Based Hiring To
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Scaling Up
Excellence and
The No Asshole
Rule “Maybe
you’re a decent
boss. But are you
a superboss?
That’s the
question you’ll be
asking yourself
after reading
Sydney
Finkelstein’s

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fascinating book.

By revealing the

secrets of

superbosses from

finance to fashion

and from cooking

to comic books,

Finkelstein offers

a smart,

actionable

playbook for

anyone trying to

become a better

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leader.”—Daniel

H. Pink, author of

To Sell Is Human

and Drive A

fascinating

exploration of the

world's most

effective

bosses—and how

they motivate,

inspire, and

enable others to

advance their

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companies and
shape entire
industries, by the
author of How
Smart Executives
Fail. A must-read
for anyone
interested in
leadership and
building an
enduring pipeline
of talent. What do
football coach Bill

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Walsh,
restauranteur
Alice Waters,
television
executive Lorne
Michaels, technol-
ogy CEO Larry
Ellison, and
fashion pioneer
Ralph Lauren
have in common?
On the surface,
not much, other

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than consistent success in their fields. But below the surface, they share a common approach to finding, nurturing, leading, and even letting go of great people. The way they deal with talent makes them not merely

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success stories,
not merely
organization
builders, but what
Sydney
Finkelstein calls
superbosses.
After ten years of
research and
more than two
hundred
interviews,
Finkelstein—an

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acclaimed
Performance
professor at
Based Hiring To
Dartmouth's Tuck
Build Great Teams
School of
Business,
speaker, and
executive coach
and consultant—d
iscovered that
superbosses exist
in nearly every
industry. If you
study the top fifty

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leaders in any field, as many as one-third will have once worked for a superboss. While superbosses differ in their personal styles, they all focus on identifying promising newcomers,

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inspiring their
Performance
best work, and
Based Hiring To
launching them
Build Great Teams
into highly
successful
careers—while
also expanding
their own
networks and
building stronger
companies.
Among the
practices that

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Performance-
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distinguish
superbosses:
They Create
Master-
Apprentice
Relationships.
Superbosses
customize their
coaching to what
each protégé
really needs, and
also are constant
founts of practical

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wisdom.
Advertising
Performance
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legend Jay Chiat
not only worked
closely with each
of his employees
but would
sometimes
extend their
discussions into
the night. They
Rely on the
Cohort Effect.

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Superbosses
Performance
strongly
Based Hiring To
encourage
Build Great Teams
collegiality even
as they
simultaneously
drive internal
competition. At
Lorne Michaels's
Saturday Night
Live, writers and
performers are
judged by how

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much of their
material actually
gets on the air,
but they can't get
anything on the
air without the
support of their
coworkers. They
Say Good-Bye on
Good Terms.
Nobody likes it
when great
employees quit,

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but superbosses don't respond with anger or resentment. They know that former direct reports can become highly valuable members of their network, especially as they rise to major new roles elsewhere.

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Julian Robertson,
the billionaire
hedge fund
manager,

continued to work
with and invest in
his former
employees who
started their own
funds. By sharing
the fascinating
stories of
superbosses and

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their protégés,
Finkelstein
explores a
phenomenon that
never had a name
before. And he
shows how each
of us can emulate
the best tactics of
superbosses to
create our own
powerful
networks of

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extraordinary
talent.
For many in
Product
Management,
success comes
from mastery of
tools like
roadmaps, MVPs,
strategy
frameworks and
OKRs. These and
other technical

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skills describe
Performance
what a product
Based Hiring To
person does to
Build Great Teams
design, build and
support new
complex
technologies for
our users. But as
technologies
quickly become
ubiquitous, it's
the human
approach to

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creativity,
Performance
innovation,
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decision-making,
and leadership
that makes the
difference in
whether an
individual, team,
product, and
even organization
is successful or
not. These human
skills describe

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how a product
person works and
must go hand-in-
hand with the
technical
skills. Through the
story of a new
director of
product's
missteps as he
and his team try
to hire their way
to become a

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thriving product
organisation at a
global financial
services firm, the
author pulls from
her experience in
product
management, org
design and
leadership
coaching to
introduce
practical tools

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that will change
not only how an
organisation
hires, but how
they think of a
healthy product
management
culture and
essential product
skills. Working
together, the
team begins to
understand and

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grow their
Performance
Product EQ, and
Based Hiring To
through the easy
Build Great Teams
tools and
exercises in this
book, so can
you."This book is
a fantastic
catalyst to rethink
which skills you
need in a product
team in order to
be truly

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innovative - and
then details
exactly how to
change both your
hiring and
coaching
practices to foster
those skills in
your
organisation."
Martin Eriksson -
Co-Author,
Product

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Leadership "I
Performance
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Build Great Teams
Product
Management we
often gloss over,
hiring the right
people. Kate
shows us that
human skills are a
pre-requisite for
all successful

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product people,
not just technical
skills. Follow her
advice and
approach, and
you'll find the
right product
person for
your product team
in no
time." Adrienne
Tan - Co-Founder
and Chief

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Executive Officer,
Brainmates

The 48 Laws Of

Power Great Teams

The Challenger

Sale

How To Create

Clarity, Peace &

Confidence in

Your Life & Work

Work Rules!

101 Strategies for

Recruiting

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Hiring Greatness
Based Hiring To
The A Method for
Build Great Teams
Hiring

***Are you ready to
learn everything
you need to know
about sourcing
and recruitment?
Then you've found
the right book!
Whether you are
already working in***

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***recruitment, new
to the industry, or
just hoping to
begin your career
as a recruiter,
there are essential
strategies used by
successful
recruiters that will
help you
accelerate your
career. Of course,
no one is born***

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***knowing these
things; they come
from years of
experience in the
field. That's
exactly what this
book is: years of
practical, real-
world experience
distilled into one
comprehensive
guide to
succeeding in your***

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recruiting career in the digital era. This book is designed to help recruiters gain a broad understanding of the industry while expanding and deepening the knowledge of more senior professionals.

Whether you

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belong in the first category or the second, this book will help you take your career to the next level. This comprehensive recruitment and sourcing guide is divided into two parts. The first part focuses entirely on sourcing

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***strategies. You'll
learn new and
creative ways to
source and find
great candidates,
as well as how to
uncover their
contact details and
approach them in
a respectful and
effective manner.
And much more!
The second part***

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***deals with
recruitment. You'll
learn how to excel
in recruitment
marketing,
candidate
engagement,
recruitment
analytics,
candidate
engagement, cold-
calling, and
efficiently manage***

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*many other
essential aspects
of your role. Both
sections work
together to create
a comprehensive
guide to excelling
in every aspect of
your recruitment
career! The author,
Jan Tegze, is an
experienced
recruiter with*

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***extensive talent
acquisition
expertise and
demonstrated
success in start-
ups and fast-
growth
environments. In
this book, he
shares the most
successful
methods, tips, and
strategies that he***

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has learned, tested and implemented throughout his career, with the hope of providing the inspiration and guidance you need to develop into a top-performing recruiter and sourcer. Do you want to learn more about sourcing

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and recruiting? Do you want to gain a greater understanding of the recruitment business? Do you want to expand your knowledge and become a top-performing recruiter? Do you want to launch a career in the

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**recruitment
industry? Do you
want to learn the
strategies used by
the most
successful
recruiters in the
business? If you
have answered
"YES" to these
questions, start
reading this book
NOW!**

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**** Our summary is short, simple and pragmatic. It allows you to have the essential ideas of a big book in less than 30 minutes. By reading this summary, you will learn how to recruit the most competent and***

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***motivated people
to work in your
company. You will
also learn that :
half of all hires are
disappointing
because recruiters
don't know how to
objectively
evaluate
candidates; a good
interview is not
synonymous with***

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job performance.

***The best people
are not always the
ones you think***

***they are; to attract
the best, it is more***

***important to offer
them serious***

***career prospects
than a good***

salary; by

recruiting on

performance

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*alone, you will
develop growth
and diversity
within your
company. The key
to success for any
company is to
recruit the best
performing
employees.
Current recruiting
methods do not
meet this*

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objective: they are too expeditious and not objective enough. Lou Adler, a professional headhunter for the largest American companies, offers you an efficient and systematic method: performance-based hiring

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***process. This
method involves,
among other
things, distributing
an attractive job
ad, knowing how
to conduct an
objective
interview, and
evaluating
candidates
according to a
unique***

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performance grid.

So are you ready

to get rid of your

preconceived

ideas and bad

recruitment

habits? *Buy now

the summary of

this book for the

modest price of a

cup of coffee!

Why do some

people quickly

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***land a job and then
skyrocket to the
top of the
corporate ladder
while others take
months to find a
job they hate, only
to lose it a short
time later?"THIS Is
Who We Hire!"
covers every
essential skill you
need to help you***

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***get a job you love
and negotiate a
high salary and
great benefits.***

***However, while
most books only
go as far as
guiding you to
your dream job,
this book goes on
to show you how
to make sure your
boss raves about***

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***your performance
and how to line
yourself up for the
promotions of
your choice. It
covers the
following
activities, which
you can repeat
over and over
again--all the way
to the top! - Build
critical***

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***interpersonal skills
to optimize your
instant likeability
and relationship-
building
capabilities- Build
a network of
influential
connections that
can help you find
your direction, find
a job, coach you,
and even hire you-***

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***Create relevant
and high-impact
resumes, profiles,
achievement
portfolios, and
references-
Succeed in the
interview by
making the
interviewer believe
3 important things
about you- Learn
the when, what,***

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***and how of
negotiating to
maximize your pay
and other
compensation- Get
your job off to the
best possible start
by building the
right relationships
with the boss,
colleagues, and
customers- Get the
job done well on a***

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***consistent basis
by learning
processes to solve
problems and
make sound
decisions- Become
recognized as
leadership and
management
material- Learn key
strategies to get
promoted Even if
you are already in***

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*your career today,
the skills in this
book will be highly
relevant to you.*

*They provide help
for your immediate
needs and ensure
long-term
sustained
success.*

*A guide to
successful
business*

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communication describes how to draft effective letters, emails, and proposals; adapt one's writing style to an audience; and self-edit and troubleshoot documents.

The World Beyond Your Head

A Rational Way to

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***Make a Gut
Decision
"So What Are You
Going to Do with
That?"***

***The Making of a
Manager
Code That Fits in
Your Head
The Sales
Acceleration
Formula
A Simple Guide to***

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Reaching Your

Personal Best

Hire to Win is

designed to

accompany

managers looking to

achieve better

results, higher

profits, and more

success through the

employees they hire.

It's more than a

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guide; it's a step-by-

step playbook

including ready-to-

use templates and

tools, recruiter's

insider tips, as well

as the lessons

Tatiana learned

firsthand. While this

book was primarily

written for hiring

managers, human

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resources
professionals and
recruiters with
limited resources or
small talent
acquisition teams
can also benefit from
these strategies. Hire
to Win offers a fresh
take on traditional
how-to manuals and
unpacks the full

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hiring process, from creating a business case to onboarding and engaging the new hire. In this book, Tatiyana dissects the timeless principles of recruiting and interviewing, as well as introduces actionable strategies

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to enhance the
Performance
practices currently
Based Hiring To
used in the changing
Build Great Teams
world and business.

She reveals how to
unlock the keys to
success and work
smarter rather than
harder in hiring. The
process of bringing
in a new employee
doesn't need to feel

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like a second job.

Hire to Win will
ease that feeling.

This book is
structured to be
sequential and cover
everything from
getting approval for
the headcount to
extending an offer to
top talent and
onboarding them for

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long-term success.

This way, the hiring team can tap into specific sections

depending on wherever they are in the process and get help when it's needed most. In Hire to Win, talent acquisition expert

Tatiana Cure

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reveals: ?Tactful strategies for asking to hire a new staff member for your team?Shortcuts for writing the best job description and hiring faster?Methods for identifying the best candidates?The science of

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interviewing to
gather data and
making well-
informed hiring
decisions?The art of
negotiating and
ensuring the job
offer is accepted by
top
candidates?Strategie
s for onboarding the
new hire to ensure

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theirs and the
Performance
company's long-term
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successFor more
Build Great Teams
information, visit w
ww.howtowintalent.
com

Introducing the
POWER Staffing
System(TM), an
innovative approach
that addresses the
problems and

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inconsistencies
typically involved in
the hiring process,
this indispensable
new resource shows
you how to use
reason -not emotion-
to make smart
employment
decisions. "The
POWER approach to
hiring detailed in

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Based Hiring To
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this book is a pragmatic, performance-oriented process that will be invaluable for future searches."

-Denny Brown,
President, Clarkson
University "Lou
Adler brings a
results and
performance focus

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clearly into the
hiring process and
has produced a
useful and practical
guide that will help
entrepreneurs and
managers alike avoid
costly people
mistakes. Hire with
Your Head is the
POWER approach to
hiring effective

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employees and is
destined to become
the people's choice!"

-Dr. Alfred Osborne,

Director, The Harold

Price Center for

Entrepreneurial

Studies, The

Anderson School at

UCLA "Lou Adler's

insights regarding

focusing on results

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and measuring
Performance
objectives instead of
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emotions is
Build Great Teams
invaluable. A must

read for every
manager committed
to hiring the best."

-Louise Wannier,
President and
Founder, Enfish
Technology, Inc. "A
primary issue facing

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all our CEO
Performance
members is the
Based Hiring To
finding and retaining
Build Great Teams
of excellent key

people. The hiring
effort needs serious
attention and Lou
Adler's strategies
and techniques are
systematic and
effective. His
approach has helped

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many of our members." -Bill Williams, President, TEC (an international organization of CEOs) "There is nothing more important to your success than hiring great people. Nothing." -from Hire

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with Your Head
Performance
When it comes to
Based Hiring To
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in today's

competitive business
arena, it's important
to remember that
you're only as strong
as your weakest link.
As such, it's crucial
you avoid recruiting
"links" that may

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adversely affect your organization in any way. Though there aren't any foolproof methods of knowing exactly how job candidates will work out, there are precautionary measures you can take to eliminate from your list those

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who definitely won't.

Performance

Written by veteran

Based Hiring To

headhunter Lou

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Adler, this unique

resource arms you

with the tools

necessary to sidestep

potentially costly

mistakes by judging

more accurately who

fits the bill-and who

doesn't Most

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managers understand the importance of hiring wisely, but many fail to do so, falling into the all-too-common trap of choosing prospective employees based solely on gut reaction. As Adler points out, this strategy, while

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occasionally
productive, is often
ineffectual: "First
impressions based
on emotions, biases,
chemistry,
personality, and
stereotyping cause
more hiring mistakes
than any other single
factor." The key to
dodging this pitfall

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is to use reason-not
emotion-to guide
your hiring
decisions. In this
invaluable new
guide, Adler
illustrates how to
Hire with Your
Head, showing you
how to focus more
on candidate
performance, and

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less on your own
Performance
impulses. Covering
Based Hiring To
the fundamentals of
Build Great Teams
sound hiring,

including proper
interviewing and
assessment
techniques, he
introduces his
groundbreaking
POWER Staffing
System(TM), an

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innovative method developed to address all of the problems and inconsistencies

typically involved in the hiring process.

Based on Adler's extensive experience as both a headhunter and an executive-level manager, this practical and easy-to-

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follow approach
consists of five
distinct steps: *

Performance-based

job descriptions-
defining superior
performance *

Objective

evaluations-conduct
a complete objective
assessment with only
four questions *

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Well-developed
sourcing plans-you
need to see top
people to hire top
people * Emotional
control-overcoming
emotional reactions
and remaining
objective *

Recruiting effective
ness-negotiating and
closing an offer on

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your terms. Packed
with a wealth of
invaluable tips and
helpful exercises, as
well as useful
checklists and
revealing
benchmarks, Hire
with Your Head is
an indispensable,
hands-on guide
every manager can

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use to attain hiring
Performance
success.

Based Hiring To
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A manager's guide to
hiring the right
employees
introduces the
practical and
effective A Method
for Hiring, which
draws on the
expertise of
hundreds of high-

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level executives to
Performance
present a simple,
Based Hiring To
easy-to-follow
Build Great Teams
program to

guarantee hiring
success. 50,000 first
printing.

A former FBI agent
shares his simple but
powerful toolkit for
assessing who you
can trust--and who

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you can't. After two
decades as a
behavior analyst in
the FBI, Robin

Dreeke knows a
thing or two about
sizing people up.
He's navigated
complex situations
that range from
handling Russian
spies to navigating

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the internal politics
at the Bureau.

Through that
experience, he was
forced to develop a
knack for reading
people--their
intentions, their
capabilities, their
desires and their
fears. Dreeke's first
book, *It's Not All*

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About "Me," has become a cult favorite with readers seeking to build quick rapport with others. His last book, *The Code of Trust*, was about how to inspire trust in others as a leader. In *Sizing People Up*, Dreeke shares his simple, six-

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step system that helps you predict anyone's future behavior based on their words, goals, patterns of action, and the situation at hand. Predicting the behavior of others is an urgent need for anyone whose work involves

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relationships with
Performance
others, whether it's
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leading an
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organization,

collaborating with a
teammate, or closing
a sale. But
predictability is not
as simple as good
and evil, or truth and
fiction. Allies might
make a promise with

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every intention of
keeping it, not
realizing that they
will be unable to do

so due to some
personal
shortcoming. And
those seeking to
thwart your
endeavor may not
realize how reliable
their malevolent tells

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have become.

Dreeke's system is simple, but powerful. For

instance, a colleague might have a strong moral code, but do they believe your relationship will be long-term? Even the most upstanding person can betray

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your trust if they
Performance

don't see themselves
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desired result in the

long term. How can

you determine

whether someone

has both the skill and

will to do what

they've said they're

going to do?

Behaviors as subtle

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as how they take notes will reveal their reliability.

Using this book as their manual, readers will be able to quickly and easily determine who they can trust and who they can't; who is likely to deliver on promises and who

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will disappoint; and when a person is vested in your success vs when they are actively plotting your demise. With this knowledge they can confidently embark on anything from a business venture to a romantic

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relationship to a
Performance
covert operation
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without the stress of
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the unknown.

Using Performance-
Based Hiring to
Build Outstanding
Diverse Teams
Hire On A WHIM:
A Step-By-Step
Guide to Hiring the
Four Qualities That

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Make for Great
Performance
Employees
Based Hiring To
Using POWER
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Hiring to Build
Great Companies
10 Secrets to
Recruiting Star
Talent
How to Recruit Your
Dream Team and
Crush the
Competition

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How to Navigate
Clueless Colleagues,
Lunch-Stealing
Bosses, and the Rest
of Your Life at
Work

Sizing People Up
*Find the right
candidate for
the job every
time Adler's
insightful new*

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*POWER hiring
methods enable
managers*

to attract,

assess, and

recruit the

best

candidates

through

the integration

of online

tools and

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offline
Performance
behavior
Based Hiring To
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New information
on hiring and
the Internet,
diversity, and
legal complianc
e issues is
included.

Rated as a
Superior

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Business Book
Performance
by
getAbstract.
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*There are four
qualities that
you must hire
because you
cannot teach.
This book
guides the
reader through
a simple*

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process that
Performance
will help
Based Hiring To
hire and HR
Build Great Teams
professional
identify and
hire these
essential
qualities. The
new chapters
in this second
edition
challenge the

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status quo
Performance
when it comes
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to onboarding
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new employees
and how to
create and
maintain a
successful
culture. See
why some of
industry's
finest leaders

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say Hire on a

Performance

WHIM is a must

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read. Hiring

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is one of the

most important

decisions you

will ever make

because new

hires are the

lifeblood and

future of your

organization.

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Whether you
are hiring an
administrative
assistant or
the next CEO,
a Millennial
or Gen-Xer,
WHIM will help
you get it
right. Readers
will evaluate
resumes in a

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whole new way

Performance

and use the

Based Hiring To

WHIM Timeline

Build Great Teams

to add a whole

new dimension

to the

interview

process. For

hiring

managers who

recruit on

campus, WHIM's

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contributing
Performance
author
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Career

*Services, Jim
Thrasher,
provides
employers with
a roadmap for
building a
winning
relationship*

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*with colleges
Performance
and
universities.
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Build Great Teams*
*Learn to
partner and
maximize your
time with the
Career
Services
department,
making your
visits on*

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*campus more
Performance
profitable.
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*Hire on a WHIM
will give job
seekers an
advantage and
confidence
when preparing
for an
interview.
After reading
WHIM, they*

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will
Performance
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ask the

*questions they
do and what
they are
looking and
listening for.*

*By
understanding
the four*

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qualities that

Performance

hiring

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managers are

seeking, they

will be able

to present

their

experiences

and traits in

the most

favorable

light. This is

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an important
Performance
resource for
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anyone looking
to make a
career change,
seeking their
first job, or
in transition.
Hire on a WHIM
lays the
foundation for
a fast moving,

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*high impact
Performance
training
Based Hiring To
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*course
designed to
help companies
find talent,
reduce hiring
mistakes, and
increase
retention,
engagement,
and job*

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satisfaction.
Performance
To learn more
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revolution,
visit [www.WHIM](http://www.WHIMUniversity.com)
University.com
In this
stunning
series debut
from New York
Times
bestselling

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author

Madeline

Hunter, a

duke's

mysterious

bequest brings

fortune—and

passion—to

three young

women . . .

Minerva

Hepplewhite

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*has learned
the hard way
how to take
care of*

*herself. When
an intruder
breaks into
her home, she
doesn't swoon
or simper.*

*Instead she
wallops the*

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*rogue over the
head and ties
him up—only to
realize he is
Chase Radnor,
the man who
nearly got her
convicted of
her late
husband's
murder. Now
he's insisting*

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that Minerva

has inherited

a fortune from

his uncle, a

wealthy Duke.

Only one thing

could surprise

her more: her

sudden

attraction to

this

exasperating

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man . . .
Performance,
Chase can't
Based Hiring To
decide whether
Build Great Teams
Minerva is a
wronged woman
or a femme
fatale. Either
way, he's
intrigued.
Since the
scandal
surrounding

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*her husband's
death, she has
set up a
discreet
detective
business to
rival Chase's
own. She may
be the perfect
person to help
him uncover
the truth*

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*about his
uncle's
demise. But as
proximity
gives way to
mutual
seduction,
Chase realizes
he craves a
much deeper
alliance . . .
Madeline*

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Hunter's
Performance
novels are:
Based Hiring To
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"Brilliant,
compelling. .

. . An
excellent
read." --The
Washington
Post
"Mesmerizing."
--Publishers
Weekly "Pure

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passion.”

Performance
-Booklist
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Graduate
schools churn
out tens of
thousands of
Ph.D.'s and
M.A.'s every
year. Half of

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Performance
Based Hiring To
Build Great Teams

*all college
courses are
taught by
adjunct*

*faculty. The
chances of an
academic
landing a
tenure-track
job seem only
to shrink as
student loan*

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and credit
Performance
card debts
Based Hiring To
grow. What's a
Build Great Teams
frustrated
would-be
scholar to do?
Can he really
leave
academia? Can
a non-academic
job really be
rewarding—and

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Based Hiring To
Build Great Teams

*will anyone
want to hire a
grad-school
refugee? With*

*“So What Are
You Going to
Do with That?”*

*Susan Basalla
and Maggie Deb
elius—Ph.D.’s
themselves—ans
wer all those*

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questions with

Performance

a resounding

Based Hiring To

“Yes!” A

Build Great Teams

witty,

accessible

guide full of

concrete

advice for

anyone

contemplating

the jump from

scholarship to

Download File
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the outside
Performance
world, “So
Based Hiring To
What Are You
Build Great Teams
Going to Do
with That?”

*covers topics
ranging from
career
counseling to
interview
etiquette to
translating*

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skills learned

Performance

in the academy

Based Hiring To

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employer can

understand and

appreciate.

Packed with

examples and

stories from

real people

who have

successfully

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Performance
Based Hiring To
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*made this
daunting-but
potentially
rewarding-
transition,
and written
with a deep
understanding
of both the
joys and
difficulties
of the*

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academic life,

Performance

this fully

Based Hiring To

revised and up-

Build Great Teams

to-date

edition will

be

indispensable

for any

graduate

student or

professor who

has ever

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Performance

Based Hiring To

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*glanced at her
CV, flipped
through the
want ads, and
wondered,*

*“What if?” “I
will*

*absolutely be
recommending
this book to
our graduate
students*

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exploring
Performance
their career
Based Hiring To
options—I'd
Build Great Teams
love to see it
on the coffee
tables in
department lou
nges!”—Robin
B. Wagner,
former
associate
director for

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graduate
Performance
career
Based Hiring To
services,
Build Great Teams
University of
Chicago

The ONE Thing
Using Data,
Technology,
and Inbound
Selling to go
from \$0 to
\$100 Million

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*Taking Control
Performance
of the
Based Hiring To
Customer
Build Great Teams
Conversation
Insights from
Inside Google
That Will
Transform How
You Live and
Lead
The Secret to
Peak*

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*Productivity
Performance
Where, When,
Based Hiring To
Build Great Teams
Find the Right
People Every
Time*

Talent Makers
Who you hire
defines
everything, from
business success
down to who you

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are as a leader.

That's why hiring
top talent is the
#1 priority of

most CEOs, and

yet, studies show

that the majority

don't believe they

recruit highly

talented people.

As the talent

economy

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continues to evolve, CEOs need to adapt the way they compete for talent in order to keep up. As a current SaaS CEO and former recruiter, Jerome Ternynck packs 30 years of learnings and

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differentiated
recruiting
strategies into
Hiring Success to
provide CEOs a
future-ready
perspective for
talent. You'll walk
away with the
ability to attract,
select, and hire
the best talent at

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a global scale on

demand--leading

to hiring success

now and in the

future.

Build a high-

performance

workforce by

abandoning skills-

based hiring

practices and

focusing on

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employee attitude

Hiring for

Attitude offers a

groundbreaking

approach to

recruiting,

assessing, and

selecting people

with both

tremendous skills

but, more

importantly, an

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attitude that aligns with the organization's culture. Murphy cites his own company's research and examines recent scientific studies about the practical effects a person's attitude

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has on the
outcome of his or
her job
performance.

Clear and
practical lessons
are illuminated by
numerous case
studies of
organizations like
Microchip,
Southwest

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Airlines, and The
Ritz-Carlton.

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This is the only
book on hiring
that blends the
research on levels
of work with the
discipline of
behavioral
interviewing.

Every role has a
level of decision

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making, a level of
problem solving.

The research on
levels of work,

pioneered by the
late Dr. Elliott

Jaques, is

powerful science.

The discipline of
behavioral

interviewing is

the most effective

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method for its application. This is the only book that puts these two ideas together in a practical framework for managers faced with the hiring decision.

The latest title in

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Addison Wesley's
world-renowned
Robert C. Martin
Series on better
software

development,
Code That Fits in
Your Head offers
indispensable
practical advice
for writing code
at a sustainable

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pace, and
Performance
controlling the
Based Hiring To
complexity that
Build Great Teams
causes too many
software projects
to spin out of
control. Reflecting
decades of
experience
consulting on
software projects
and helping

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development
teams succeed,
Mark Seemann
shares proven
practices and
heuristics,
supported by
realistic advice.
His guidance
ranges from
checklists to
teamwork,

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encapsulation to
decomposition,
API design to unit
testing and
troubleshooting.

Throughout,

Seemann

illuminates his
insights with up-
to-date code
examples drawn
from a start to

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finish sample
project.
Seemann's
examples are
written in C##,
and designed to
be clear and
useful to every
object-oriented
enterprise
developer,
whether they use

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C#, Java, or
another language.
Code That Fits in
Your Head is
accompanied by
the complete code
base for this
sample
application,
organized in a Git
repository to
facilitate further

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exploration of

details that don't
fit in the text.

Hire With Your

Head

The Ultimate

Edition

How Exceptional

Leaders Master

the Flow of Talent

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e-Based Hiring To

Build Great

Teams By Lou

Adler

Unknown

Hiring Product

Managers

How the Best

Organizations Win

through

Structured and

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Powerful ideas to
Based Hiring To
transform hiring

Build Great Teams
into a massive

competitive

advantage for

your business

Talent Makers:

How the Best

Organizations

Win through

Structured and

Inclusive Hiring

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is essential
reading for every
leader who
knows that hiring
is crucial to their
organization and
wants to compete
for top talent,
diversify their
organization, and
build winning
teams. Daniel
Chait and Jon

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Stross, co-
founders of
Greenhouse
Software, Inc,
provide readers
with a
comprehensive
and proven
framework to
improve hiring
quickly,
substantially, and
measurably.

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Talent Makers will provide a step-by-step plan and actionable advice to help leaders assess their talent practice (or lack thereof) and transform hiring into a measurable competitive advantage.

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Readers will understand and employ: A proven system and principles for hiring used by the world's best companies Hiring practices that remove bias and result in more diverse teams An assessment of

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their hiring
Performance
practice using
Based Hiring To
the Hiring
Build Great Teams
Maturity model
Measurement of
employee lifetime
value in
quantifiable
terms, and how
to increase that
value through
hiring The Talent
Makers

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methodology is the result of the authors' experience and the ideas and stories from their community of more than 4,000 organizations.

This is the book that CEOs, hiring managers, talent practitioners, and

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human resources
Performance
leaders must
Based Hiring To
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read to transform
their hiring and
propel their
organization to
new heights.
Instant Wall
Street Journal
Bestseller!
Congratulations,
you're a
manager! After

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you pop the champagne, accept the shiny new title, and step into this thrilling next chapter of your career, the truth descends like a fog: you don't really know what you're doing. That's exactly

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how Julie Zhuo
felt when she
became a rookie
manager at the
age of 25. She
stared at a long
list of
logistics--from
hiring to firing,
from meeting to
messaging, from
planning to
pitching--and

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faced a thousand questions and uncertainties.

How was she supposed to spin teamwork into value? How could she be a good steward of her reports' careers? What was the secret to leading with confidence

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in new and unexpected situations? Now, having managed dozens of teams spanning tens to hundreds of people, Julie knows the most important lesson of all: great managers are made, not born. If

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you care enough
Performance
to be reading
Based Hiring To
this, then you
Build Great Teams
care enough to
be a great
manager. The
Making of a
Manager is a
modern field
guide packed
everyday
examples and
transformative

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insights,
Performance
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including: * How
to tell a great
manager from an
average manager
(illustrations
included) * When
you should look
past an awkward
interview and
hire someone
anyway * How to
build trust with

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your reports
Performance
through not
Based Hiring To
being a boss *
Build Great Teams
Where to look
when you lose
faith and lack the
answers Whether
you're new to the
job, a veteran
leader, or looking
to be promoted,
this is the
handbook you

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need to be the
kind of manager
you wish you had.

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COPY

INTERNATIONA

L BESTSELLER

Drawn from

3,000 years of

the history of

power, this is the

definitive guide

to help readers

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achieve for
themselves what
Queen Elizabeth
I, Henry
Kissinger, Louis
XIV and
Machiavelli
learnt the hard
way. Law 1:
Never outshine
the master Law
2: Never put too
much trust in

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friends; learn
how to use
enemies Law 3:
Conceal your
intentions Law 4:
Always say less
than necessary.
The text is bold
and elegant, laid
out in black and
red throughout
and replete with
fables and unique

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word sculptures.
The 48 laws are
illustrated
through the
tactics, triumphs
and failures of
great figures
from the past
who have wielded
- or been
victimised by -
power. _____

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(From the
Playboy interview
with Jay-Z, April
2003) PLAYBOY:

Rap careers are
usually over fast:
one or two hits,
then styles
change and a
new guy comes
along. Why have
you endured
while other

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Your Head Using

rappers haven't?

JAY-Z: I would

say that it's from

still being able to

relate to people.

It's natural to

lose yourself

when you have

success, to start

surrounding

yourself with fake

people. In *The 48*

Laws of Power, it

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says the worst

thing you can do

is build a fortress

around yourself. I

still got the

people who grew

up with me, my

cousin and my

childhood

friends. This guy

right here

(gestures to the

studio manager),

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he's my friend,
and he told me
that one of my
records, Volume
Three, was wack.
People set higher
standards for me,
and I love it.
What's the secret
to sales success?
If you're like
most business
leaders, you'd say

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it's fundamentally
about

relationships-and
you'd be wrong.

The best

salespeople don't
just build

relationships with

customers. They
challenge them.

The need to

understand what

top-performing

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reps are doing
that their
average
performing
colleagues are
not drove
Matthew Dixon,
Brent Adamson,
and their
colleagues at
Corporate
Executive Board
to investigate the

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skills, behaviors,
Performance
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matter most for
high
performance. And
what they
discovered may
be the biggest
shock to
conventional
sales wisdom in
decades. Based

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on an exhaustive
study of
thousands of
sales reps across
multiple
industries and
geographies, The
Challenger Sale
argues that
classic
relationship
building is a
losing approach,

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especially when it comes to selling complex, large-scale business-to-business

solutions. The authors' study found that every sales rep in the world falls into one of five distinct profiles, and while all of

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these types of
reps can deliver
average sales
performance,
only one-the
Challenger-
delivers
consistently high
performance.
Instead of
bludgeoning
customers with
endless facts and

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features about
their company
and products,
Challengers
approach
customers with
unique insights
about how they
can save or make
money. They
tailor their sales
message to the
customer's

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specific needs
and objectives.
Rather than
acquiescing to
the customer's
every demand or
objection, they
are assertive,
pushing back
when necessary
and taking
control of the
sale. The things

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that make
Challengers
Performance
unique are
Based Hiring To
replicable and
Build Great Teams
teachable to the
average sales
rep. Once you
understand how
to identify the
Challengers in
your
organization, you
can model their

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approach and
embed it
throughout your
sales force. The
authors explain
how almost any a
verage-
performing rep,
once equipped
with the right
tools, can
successfully
reframe

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customers'
Performance
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expectations and
deliver a
distinctive
purchase
experience that
drives higher
levels of
customer loyalty
and, ultimately,
greater growth.

A Novel
Superbosses

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To Build Great

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The Essential

Guide for Hiring

and Getting

Hired

High Velocity

Hiring: How to

Hire Top Talent

in an Instant

Hiring Success:

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Hiring to
Build Great
Teams John
Wiley & Sons

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Head Updated
with new case
studies and
more coverage
of the impact
and importance
of the
Internet in
the hiring
process, this
indispensable

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guide has
shown tens of
thousands of
managers and
human
resources
professionals
how to find
the perfect
candidate for
any position.
Lou Adler's Pe

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based Hiring
is more
powerful than
ever! "We have
chosen Perform
ance-based
Hiring because
it's a
comprehensive
process, it's
behaviorally

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grounded,
Performance
managers and
Based Hiring To
recruiters
Build Great Teams
find it easy

to use, and it
works."

-Marshall
Utterson,
Director
Staffing, AIG
Enterprise
Services, LLC

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"Everyone's
looking for
the perfect
means to make
effective
hiring
decisions. A
trained
interviewer
armed with the
right tools is
the best

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solution. Performance-based Hiring is a proven methodology to get these results."

-John Ganley,
Vice President
and Chief
Talent
Officer, Quest

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Software "Any
staffing
director that
doesn't send
all of their
people through
Performance-
based Hiring
training is
missing out on
top talent,
plain and

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simple. This should be the standard throughout the industry."

-Dan Hilbert,
Recruiting
Manager,
Valero Energy
Corporation "P
erformance-
based Hiring

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has been the most successful recruitment tool that we have added to our organization over the past few years. In fact, these tools have not

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only produced
amazing
outcomes-in
terms of

selecting the
best fit in an
extremely
tight labor
market-but
with a level
of success
among our

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operations
customers that
I have rarely
seen with
other HR
products."

-Trudy Knoepke-
Campbell,
Director,
Workforce
Planning,
HealthEast(r)

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Care System
Performance
From the
Based Hiring To
visionary head
Build Great Teams
of Google's
innovative
People
Operations
comes a
groundbreaking
inquiry into
the philosophy
of work -- and

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a blueprint
Performance
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for attracting
the most
spectacular
talent to your
business and
ensuring that
they succeed.

"We spend more
time working
than doing
anything else

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in life. It's
not right that
the experience
of work should
be so
demotivating
and
dehumanizing."
So says Laszlo
Bock, former
head of People
Operations at

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the company
that
transformed
how the world
interacts with
knowledge.
This insight
is the heart
of Work
Rules!, a
compelling and
surprisingly

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playful
Performance
manifesto that
Based Hiring To
offers lessons
Build Great Teams
including:

Take away
managers'
power over
employees
Learn from
your best
employees-and
your worst

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Hire only
Performance
people who are
Based Hiring To
smarter than
Build Great Teams
you are, no
matter how
long it takes
to find them
Pay unfairly
(it's more
fair!) Don't
trust your
gut: Use data

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to predict and
shape the
future Default
to open-be
transparent
and welcome
feedback If
you're
comfortable
with the
amount of
freedom you've

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given your employees, you haven't gone far enough.

Drawing on the latest research in behavioral economics and a profound grasp of human psychology,

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Work Rules!
Performance
also provides
Based Hiring To
teaching
Build Great Teams
examples from
a range of ind
ustries-
including
lauded
companies that
happen to be
hideous places
to work and

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little-known
Performance
companies that
Based Hiring To
achieve
Build Great Teams
spectacular

results by
valuing and
listening to
their
employees.

Bock takes us
inside one of
history's most

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explosively
successful
businesses to
reveal why
Google is
consistently
rated one of
the best
places to work
in the world,
distilling 15
years of

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intensive
Performance
worker R&D
Based Hiring To
into
Build Great Teams
principles
that are easy
to put into
action,
whether you're
a team of one
or a team of
thousands.
Work Rules!

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shows how to
strike a
balance
between
creativity and
structure,
leading to
success you
can measure in
quality of
life as well
as market

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share. Read it
to build a
better company
from within
rather than
from above;
read it to
reawaken your
joy in what
you do.

Use data,
technology,

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and inbound
Performance
selling to
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build a
Build Great Teams
remarkable
team and
accelerate
sales The
Sales
Acceleration
Formula
provides a
scalable,

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predictable
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approach to
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growing
Build Great Teams
revenue and
building a
winning sales
team. Everyone
wants to build
the next \$100
million
business and
author Mark

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Roberge has actually done it using a unique methodology that he shares with his readers. As an MIT alum with an engineering background, Roberge

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challenged the conventional methods of scaling sales utilizing the metrics-driven, process-oriented lens through which he was trained to see the world. In

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this book, he
reveals his
formulas for
success.

Readers will
learn how to
apply data,
technology,
and inbound
selling to
every aspect
of

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accelerating
sales,
including
hiring,
training,
managing, and
generating
demand. As SVP
of Worldwide
Sales and
Services for
software

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company
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HubSpot, Mark
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led hundreds
Build Great Teams
of his
employees to
the
acquisition
and retention
of the
company's
first 10,000
customers

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across more
than 60
countries.
This book
outlines his
approach and
provides an
action plan
for others to
replicate his
success,
including the

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following key
elements: Hire
the same
successful
salesperson
every time —
The Sales
Hiring Formula
Train every
salesperson in
the same
manner — The

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salespeople
accountable to
the same sales
process — The
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Provide
salespeople
with the same

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quality and
quantity of
leads every
month — The
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Leverage
technology to
enable better
buying for
customers and

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faster selling
for
salespeople
Business
owners, sales
executives,
and investors
are all
looking to
turn their
brilliant
ideas into the

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next \$100
million
revenue
business.

Often, the
biggest
challenge they
face is the
task of
scaling sales.
They crave a
blueprint for

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success, but fail to find it because sales has traditionally been referred to as an art form, rather than a science. You can't major in sales in

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college. Many
people
question
whether sales
can even be
taught.

Executives and
entrepreneurs
are often left
feeling
helpless and
hopeless. The

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completely
alters this
paradigm. In
today's
digital world,
in which every
action is
logged and
masses of data

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sit at our
fingertips,
building a
sales team no
longer needs
to be an art
form. There is
a process.
Sales can be
predictable. A
formula does
exist.

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Extraordinary
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Attitude: A
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Recruiting and

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Selecting
People with
Both
Tremendous
Skills and
Superb
Attitude
This is who We
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Hire to Win
*Discover the
secrets of one of*

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*the world's leading
talent acquisition
experts In the
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Hiring to Build
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Lou Adler delivers a practical guide to consistently identifying and hiring the best people and scaling that process throughout your company. This book will help you address your hiring and recruitment

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issues, not just by making you more efficient, but also by reforming your entire process to align with how top talent actually look for new jobs, compare offers, and select opportunities.

You'll discover:

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Discover what it takes to ensure more Win-Win Hiring outcomes by hiring for the anniversary date rather than the start date How to use a "High Tech, High Touch" approach to raise the talent bar

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Expand the talent pool to include more outstanding, high potential and diverse talent by defining work as a series of key performance objectives Perfect for hiring managers, recruiters, and HR

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and business
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leaders, Hire with
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Your Head is a
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must-read

resource for
anyone seeking to
improve their
ability to find,
attract, and retain
the top talent the
world has to offer.
Increasing

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productivity is a nonnegotiable for any business that wants to survive, let alone thrive, in today's climate.

The problem is, there is no simple, single, plug-and-play solution that will work for anyone. The

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industries are too varied, technology is updating too rapidly, and customers are too inconsistent. That's why Certified Professional Organizer (CPO®) and productivity expert Tamara Myles has

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*developed a
simple model--the
Productivity
Pyramid--that
provides an
actionable
framework for
anyone to achieve
better
results. Based on a
sequence of steps
leading to peak*

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performance, the author's easily adaptable system consists of five levels:

- *Physical Organization: from decluttering to filing-fool-proof strategies for handling incoming papers and ensuring*

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information

remains

accessible•

Electronic

Organization: from

dealing with email

to electronic file

management

options such as

cloud computing•

Time

Management:

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*mastering the three
P's-Plan, Prioritize,
and Perform•*

Activity-Goal

Alignment:

breaking

objectives into

specific, relevant,

and measurable

daily tasks •

Possibility:

identifying new life

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and business goals that will help you reach your greatest potential After a quick assessment to determine your strengths and weaknesses and to pinpoint where to focus most for immediate results, the framework will

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*then provide a
range of potential
strategies, allowing
you to discover
your own
individualized
Secret to Peak
Productivity!
Win the war for
talent by building
an army of ready-
to-deploy*

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*candidates An
employee leaves
and you post the
open position.*

Resumes trickle in.

*You interview a
few candidates. No
one fits the bill.*

*The next thing you
know, three
months have
passed and that*

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desk is still empty .

*. . . Nothing drives
business success*

like a staff of

talented,

productive

employees. So

why accept a hiring

process that fails

you time and time

again? Well,

there's one person

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who doesn't: Scott Wintrip. And in High-Velocity Hiring, he provides the tools and systems for creating a hiring process designed for today's fast-paced, talent-deficient landscape. Using

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*the proven
methods Wintrip
has applied at
some of today's
more forward-
thinking
companies, you'll
hire top employees
faster—and
smarter. High-
Velocity Hiring
replaces the old,*

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worn-out way of hiring with the simple but revolutionary approach of actively cultivating top talent before positions open. The old way is slow and inefficient. Wintrip's way is dynamic

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and proven-effective. You'll enrich and maintain a flow of high-quality candidates, harness this flow by identifying the most talented people, and channel it into a pool of ready-to-

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hire prospective employees. More than ever, hiring the best people requires foresight, planning, alertness, and decisive action. With High-Velocity Hiring, you have everything you need to seize the

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high-ground in the war for talent and maintain it for long-term growth and profitability.

*Heartbreak for Hire
Full Stack
Recruiter*