A Unique Perspective on Recruiting

- Reading resumes upside down
- Locating the Rare Find
- Key habits high performers share
- Only three questions you need to ask
- Finding unlikely stars by noticing what others don’t
- Cost of a bad hire
- Makings of a successful search committee
- Revamp your job description into a compelling story
- Limit the “must haves” to broaden and diversify your pool
- Ask why and how instead of what and when to uncover the mysteries of motivation, drive, and potential
- Talent that whispers

“...we’re in the midst of an enormous economic and technological upheaval that is redefining what it means to be enduringly successful. Long track records may be irrelevant or impossible to find in fields that are taking shape so fast that everyone is a newcomer. Competence is not enough anymore. The difference between growth and stagnation comes down to finding people with bold, fresh approaches, who can create opportunities that no one else saw before.”

- George Anders, The Rare Find