

Topgrading For Sales World Class Methods To Interview Hire And Coach Top Sales Representatives

You're only a startup CEO once. Do it well with Startup CEO, a "master class in building a business." —Dick Costolo, Former CEO, Twitter Being a startup CEO is a job like no other: it's difficult, risky, stressful, lonely, and often learned through trial and error. As a startup CEO seeing things for the first time, you're likely to make mistakes, fail, get things wrong, and feel like you don't have any control over outcomes. Author Matt Blumberg has been there, and in Startup CEO he shares his experience, mistakes, and lessons learned as he guided Return Path from a handful of employees and no revenues to over \$100 million in revenues and 500 employees. Startup CEO is not a memoir of Return Path's 20-year journey but a thoughtful CEO-focused book that provides first-time CEOs with advice, tools, and approaches for the situations that startup CEOs will face. You'll learn: How to tell your story to new hires, investors, and customers for greater alignment How to create a values-based culture for speed and engagement How to create business and personal operating systems so that you can balance your life and grow your company at the same time How to develop, lead, and leverage your board of directors for greater impact How to ensure that your company is bought, not sold, when you exit Startup CEO is the field guide every CEO needs throughout the growth of their company.

Explains how companies must pinpoint business strategies to a few critically important choices, identifying common blunders while outlining simple exercises and questions that can guide day-to-day and long-term decisions.

1. Chapter-wise presentation for systematic and methodical study 2. Strictly based on the latest CBSE Curriculum and National Curriculum Framework. 3. All Questions from the Latest NCERT Textbook are included. 4. Previous Years' Question Papers from Kendriya Vidhyalaya Sangathan are included. 5. Latest Typologies of Questions developed by Oswaal Editorial Board included. 6. Mind Maps in each chapter for making learning simple. 7. 'Most likely Questions' generated by Oswaal Editorial Board with 100+ years of teaching experience.

A concise extension of the business classic Topgrading, targeted to sales managers Brad Smart's Topgrading has sold more than 150,000 copies since 1999, making it the definitive book for executives who want to hire, coach, and retain top talent. Now Smart has teamed up with Greg Alexander, who used Topgrading to radically improve his sales force at EMC. In Topgrading for Sales, they have boiled down the key Topgrading ideas to a pithy 112 pages while focusing on the unique needs of sales managers and sales directors. Great sales forces don't just depend on strategies—they depend on hiring the best possible reps. But surveys show that about half of all hires and promotions put an underqualified person in the wrong job. No wonder the average tenure for sales managers is only nineteen months.

Topgrading for Sales takes the guesswork out of hiring by teaching readers how to interview systematically for A-level talent instead of relying on hunches and prejudices. It also shows how to coach B-level reps to turn them into A-players and how to weed out C-players before they do too much damage.

A revised and updated guide to bridging relationship creation with relationship capitalization Relationship Economics isn't about taking advantage of friends or coworkers to get ahead. It's about prioritizing and maximizing a unique return on strategic relationships to fuel unprecedented growth. Based on the author's global speaking and consulting engagements, Relationship Economics reveals that success comes from investing in people for extraordinary returns. This revised and updated version explains the three major types of relationships—personal, functional, and strategic—and how to focus each to fuel enterprise growth. It introduces new concepts in relationship management, including the exchange of Relationship Currency®, the accumulation of Reputation Capital®, and the building of Professional Net Worth®.

These are the fundamental measures of business relationship, and once you understand them, you'll be able to turn your contacts into better executions, performance, and results. "David Nour is the definitive expert on strategic relationships. He has captured practical, pragmatic, and timely insights in Relationship Economics and has been a valuable resource to my sales transformation efforts." —RANDY SEIDL, Senior VP, Enterprise Servers, Storage and Networking, Americas, HP "Although many understand the importance of relationships, the quantifiable and strategic values of relationships are often underemphasized. David Nour has done just that in Relationship Economics." —CRAIG LEMASTERS, President and CEO, Assurant Solutions "If a man is judged by the company he keeps, David Nour's Relationship Economics provides a systematic approach to building value in that judgment. The concepts reach well beyond networking to building lasting and productive relationships." —DENNIS

SADLOWSKI, former president and CEO, Siemens Energy & Automation, Inc.

This guide to job hunting teaches readers: how to become a powerful candidate by looking beyond the job description; how to use the four questions to distinguish a right interview from a wrong one; how trying to get a job can land you in the wrong job; where and how to gain the inside edge needed to interview confidently and convincingly; how to control the interview to one's advantage; how to make the prospective employer see the applicant as the solution to his/her problems; and how to win the job by doing the job.

Growing an Entrepreneurial Business: Concepts and Cases is a textbook designed for courses that focus on managing small to medium sized enterprises. It focuses on the major management challenges that successful start-ups encounter when leaders decide to grow and scale their businesses. The book is divided into two parts—text and cases—to provide professors with maximum flexibility in organizing their courses. The thirty-five cases can be used in conjunction with the text, or independently. Twelve cases are written as narratives with multiple teaching points, but without a focus on a particular business decision; the remaining twenty-three cases were written around specific conundrums related to strategy, operations, finance, marketing, leadership, culture, human resources, organizational design, business model, and growth. Discussion questions are provided for each case. The text portion of the book discusses key issues derived from the author's research and consulting, and is meant to complement the case method of teaching, raising issues for conversation. In addition to the real-world knowledge that students will derive from the cases, readers will take away research-based templates and models that they can use in developing or consulting with small businesses.

Matt Mochary coaches the CEOs of many of the fastest-scaling technology companies in Silicon Valley. With The Great CEO Within, he shares his highly effective leadership and business-operating tools with any CEO or manager in the world. Learn how to efficiently scale your business from startup to corporation by implementing a system of accountability, effective problem-solving, and transparent feedback. Becoming a great CEO requires training. For a founding CEO, there is precious little time to complete that training, especially at the helm of a rapidly growing company. Now you have the guidance you need in one book.

The essential tool kit to achieve breakthrough sales performance improvements. Numbers don't lie: 40 percent of all salespeople miss their targets each year. How can sales managers ensure their teams are doing everything possible? The key lies in benchmarking, which is not new for finance or manufacturing but rarely gets applied to sales. Making the Number will teach executives to embrace data-driven decision making and rely less on gut instinct. Comparing a sales force to those of relevant peers leads to many opportunities to improve performance. The authors take readers through their five-step methodology for sales benchmarking, showing how to select metrics; gather, compute, and compare internal and external data; and then actually use the data. Making the Number includes case studies of sales benchmarking in action. For example, find out how

Discover Financial Services plays David to the Goliaths of MasterCard and Visa. Whether you're a sales rep, a manager, or a CEO, this book will show you a better way to make your number.

101 bite-sized lessons in building a business from ignition to liquidity event (start-up to sale) by Dave Berkus, an internationally recognized business expert, author and keynote speaker. Graduate with your degree in BERKONOMICS, and use these insights to drive your growth and business success. Use separate workbook to create your own personalized guide for corporate growth. www.berkonomics.com, www.berkus.com.

Workplace culture is now one of the most studied aspects of leadership. In order to create an engaging workplace, leaders need to find the balance between people, product, and process. Jim Lipuma, who has spent more than thirty years in sales and executive leadership, is here to help you find the answer. Lipuma identifies the four main levers of the workplace: People, Passion, Proposition, and Process. People focuses on identifying the visionaries on your team and involving them to create a powerful brand and an enviable culture. Along with leveraging your current talent, recruitment is the single most important responsibility of successful leaders. Lipuma shares his recruitment strategies and philosophies in detail. Passion is shifting marketing focus from "what" to "why" and aligning values, celebrating successes and creating a recognition-rich culture. Proposition focuses on your elevator pitch, USP, and the value proposition. Practicing consistent messaging is at the core of the proposition lever. Process is creating a consistent and repeatable system that will lead to predictable results. From recruitment to onboarding and from compensation to standards and expectations, Lipuma goes deep into the mechanics of creating a structure that will drive exemplary results and a world-class culture.

After 5 years of appearances as a Globe and Mail business bestseller, the fully updated and revised edition of this book could not be more timely. The first edition was a plea to North American leaders to confront three crises – hyper-messaging, the labor shortage and the rise of China – by embracing the fact that a Brand is not a logo, advertising or any other marketing communication, but what people think of you. Unfortunately, these crises have only become more serious, and the majority of North American executives still fundamentally misunderstand Brand's true meaning. Yet there is good news: Once you realize that your Brand is what people think of you, you realize it is your culture. Then you can build a "remark-able" Brand that cuts through competing messaging, helps you attract, retain and inspire the best and brightest, and leverage the full power of Branding – our single remaining advantage over the East Asian economies. This new edition is packed with 37 entertaining and practical new stories, along with numerous actionable frameworks, on how to build a Brand for the 21st century – starting by rooting it in an inspiring core purpose and Brand Foundation. You can put this book to work at your organization – whether B2B, not-for-profit, B2C or government – today.

A Simple system to help your team execute better and faster All growing companies encounter ceilings of complexity, usually when they hit certain employee or revenue milestones. In order to burst through ceiling after ceiling and innovate with growth, a company must develop a reliable system that prompts leaders to be proactive and pivot when the need arises. Drawing on his experience as a successful serial entrepreneurial and speaker, author Patrick Thean demonstrates how to identify the signs of setbacks before they occur, track those signs, and make adjustments to keep your plan on track and accelerate growth. Thean introduces a simple system to empower everyone in your company to be focused, aligned, and accountable, a three-rhythm process for effective execution: • Think Rhythm: A rhythm of strategic thinking to keep your teams focused and working on the future of your business. • Plan Rhythm: A rhythm of planning that will allow you to choose the right priorities and get your departments or divisions aligned with those priorities. • Do Rhythm: A rhythm of executing your plan and making effective and timely adjustments every week. Thean's process applies to any growing business and ensures that your organization gets into the habit of achieving success, week after week, quarter after quarter, year after year.

Great companies don't just depend on strategies—they depend on people. The more great people on your team, the more successful your organization will be. But that's easier said than done. Statistically, half of all employment decisions result in a mishire: The wrong person winds up in the wrong job. But companies that have followed Bradford Smart's advice in Topgrading have boosted their successful hiring rate to 90 percent or better, giving them an unbeatable competitive advantage. Now Smart has fully revised his 1999 management classic to reintroduce the topgrading concept, which works for companies large and small in any industry. The author spells out his practical approach to finding and managing A-level talent—as well as coaching B players to turn them into A players. He provides intriguing case studies drawn from more than four thousand in-depth interviews. As Smart writes in his introduction, "All organizations, all businesses live or die mostly on their talent, and any manager who fails to topgrade is nuts, or a C player. . . . Those who, way deep down, would sooner see an organization die than nudge an incompetent person out of a job should not read this book... Topgrading is for A players and all those aspiring to be A players." On the web: <http://www.topgrading.com/>

Provides leaders with a simple strategy to improve the performance of their teams through the calculating of "priorities," "who" and "relationships" and by increasing that total, realize more value, impact, earnings and overall success.

In this age of information overload, people use a variety of strategies to make choices about what to buy, how to spend their leisure time, and even whom to date. Recommender systems automate some of these strategies with the goal of providing affordable, personal, and high-quality recommendations. This book offers an overview of approaches to developing state-of-the-art recommender systems. The authors present current algorithmic approaches for generating personalized buying proposals, such as collaborative and content-based filtering, as well as more interactive and knowledge-based approaches. They also discuss how to measure the effectiveness of recommender systems and

illustrate the methods with practical case studies. The final chapters cover emerging topics such as recommender systems in the social web and consumer buying behavior theory. Suitable for computer science researchers and students interested in getting an overview of the field, this book will also be useful for professionals looking for the right technology to build real-world recommender systems.

Promotes the theory that superior customer service leads to a superior business organisation

This book examines volatility, uncertainty, complexity and ambiguity (VUCA) and addresses the need for broader knowledge and application of new concepts and frameworks to deal with unpredictable and rapid changing situations. The premises of VUCA can shape all aspects of an organization. To cover all areas, the book is divided into six sections. Section 1 acts as an introduction to VUCA and complexity. It reviews ways to manage complexity, while providing examples for tools and approaches that can be applied. The main focus of Section 2 is on leadership, strategy and planning. The chapters in this section create new approaches to handle VUCA environments pertaining to these areas including using the Tetralemma logics, tools from systemic structural constellation (SySt) approach of psychotherapy and organizational development, to provide new ideas for the management of large strategic programs in organizations. Section 3 considers how marketing and sales are affected by VUCA, from social media's influence to customer value management. Operations and cost management are highlighted in Section 4. This section covers VUCA challenges within global supply chains and decision-oriented controlling. In Section 5 organizational structure and process management are showcased, while Section 6 is dedicated to addressing the effects of VUCA in IT, technology and data management. The VUCA forces present businesses with the need to move from linear modes of thought to problem solving with synthetic and simultaneous thinking. This book should help to provide some starting points and ideas to deal with the next era. It should not be understood as the end of the road, but as the beginning of a journey exploring and developing new concepts for a new way of management.

A companion guidebook to the number-one bestselling *Good to Great*, focused on implementation of the flywheel concept, one of Jim Collins' most memorable ideas that has been used across industries and the social sectors, and with startups. The key to business success is not a single innovation or one plan. It is the act of turning the flywheel, slowly gaining momentum and eventually reaching a breakthrough. Building upon the flywheel concept introduced in his groundbreaking classic *Good to Great*, Jim Collins teaches readers how to create their own flywheel, how to accelerate the flywheel's momentum, and how to stay on the flywheel in shifting markets and during times of turbulence. Combining research from his *Good to Great* labs and case studies from organizations like Amazon, Vanguard, and the Cleveland Clinic which have turned their flywheels with outstanding results, Collins demonstrates that successful organizations can disrupt the world around them—and reach unprecedented success—by employing the flywheel concept.

What are the underlying handful of fundamentals that haven't changed for over a hundred years? From Harnish's famous "Mastering a One Page Strategic Plan" process that has been a best-selling article on the web to his concise outline of eight practical actions you can take to strengthen your culture, this book is a compilation of best practices adapted from some of the best-run firms on the planet. Included is an instructive chapter co-authored by Rich Russakoff, revealing winning tactics to get banks to finance your business. Lastly, there are case studies demonstrating the validity of Harnish's practical approaches.

Journeys of the World is proud to present its collection of beautiful Travel Photography books, with its first publication: "Journeys of Cinque Terre". This book features a wide variety of photography from all 5 villages, which make up this world renowned and protected area in North Western Italy (Cinque Terre). Regardless of how many countries you plan on visiting or have visited, it's very likely that you will encounter the vast majority of what is featured in our publication when visiting Cinque Terre. In *Journeys of Cinque Terre*, the photos were taken on the spot, with no prior arrangements and on the "go". Unlike many other publications, we don't stage or make prior arrangements for our photography. Our product also contains over 90% of photography. This is truly what makes this an exciting item. *Journeys of Cinque Terre*, along with all other products to come out, has been set up to promote the beauty of its chosen location. This item wants to promote the visual history of Cinque Terre, for both Esthetic and Educational purposes. We guarantee that our publication will satisfy any of your curiosities, through the magic of our lenses. For more info, also check out www.journeysoftheworld.com

Penniless and destitute, failed tech entrepreneur Lindsay Mitchell is about to end her suffering by suicide. Standing in the ocean and ready to end it all, one thing stops her- a man smiling and watching her in the distance. Arjun Siddharth sees something in Lindsay. A yearning to reconnect with meaningful living. Against the odds, Arjun offers her a deal: If Death can wait 90 days, he will show her the path to be her best self so that she can have it all; the wealth, self-fulfillment and happiness. *90 Days to Life* is a treasure trove of lessons that you can use in all facets of business, career, and life beautifully intertwined in a can't put it down, captivating fictional narrative. By the time you finish reading this touching story, you would have grasped everything you need to know to start or succeed as an entrepreneur, small business owner or a professional. As a bonus benefit, the stories and strategies within will align your psychology and mindset to victory and inspire you to implement those nuggets you pick up on your way. The inspiring metaphors and wisdom will win your heart and linger long after you finish *90 Days to Life*.

"BRAD HELPED US DEVELOP THE TOOLS TO PICK A-PLAYER LEADERS AT GE." —JACK WELCH Great companies, large and small, rise or fall because of their talent; the more high performers on your team, the more successful your organization will be. Of course, that's easier said than done. Research shows that only about 25% of all new hires turn out to be high performers. But companies that have used Brad Smart's Topgrading system over the past two decades have boosted their hiring success rates dramatically—sometimes even to 90%. Three huge problems account for the typical poor results in hiring: dishonesty (via deceptive résumés), incomplete information (via shallow interviews), and lack of verifiability (via biased references). Topgrading shows how to solve all three problems. Instead of hiring by your gut reactions to résumés and interviews, you can start using a scientifically honed process that compels candidates to be totally honest. Smart, one of the world's foremost experts on hiring, has personally helped hundreds of companies double, triple, or even quadruple their hiring success rates. His clients have ranged from global giants such as General Electric and Honeywell to midsize and small businesses in every field imaginable, and to not-for-profits such as the American Heart Association. And hundreds of thousands of readers have applied the lessons and tools of the first two editions of Topgrading. The Topgrading system makes hiring easier, faster, and more successful than any other process. And it works at every level, from the front lines to senior management. For the first time in seven years, Smart has fully revised and updated Topgrading

with many new tools, techniques, and case studies. This edition now features 40 companies of all sizes, across a wide range of industries and home countries. It's the most advanced and useful version of Topgrading ever. The third edition includes: Simplified Topgrading methods for entry-level jobs. The new Topgrading Snapshot, which screens out weak candidates in just 15 seconds. The latest version of the acclaimed Topgrading Interview script. Case studies from 35 companies not featured in any previous edition. Many additional innovations created by Topgraders. Topgrading isn't just about hiring and promoting—it's also about developing talent. It enables leaders to reward their A Players, coach their Bs to become As, and weed out the Cs who are beyond improvement. Many great leaders know that Topgrading works. Find out how it can help your company gain a big competitive advantage.

Each section consists of thought pieces and interviews by some of the leaders who are successfully navigating the contemporary difficult and changing market environment.

Is it possible for a company to grow its revenues and profits by 10 percent or more for at least ten consecutive years, not counting acquisitions? That's an incredibly high bar for growth and profitability, one that 99.99 percent of American companies can't meet—including the famous ones that routinely land on magazine covers. Management expert Jason Jennings screened 100,000 companies to identify nine little-known firms that have delivered stellar performance for a full decade or more, despite the ups and downs of the economy. And, as he reveals in his new book, these superstars have a lot in common despite their wide range of industries, which includes software, food services, medical supplies, and sporting goods. It turns out that the best long-term performers all combine the strengths of a big organization with the hunger of a start-up. They build excellent relationships with their customers, suppliers, workers, and shareholders. They groom future leaders at all levels. They balance their short-term goals with their long-term visions. And they teach their managers to get their hands dirty. Jennings did extensive interviews at his nine featured companies to find out exactly how they consistently increase revenue and profits without using manipulation or gimmickry. He reveals their unique approach to leadership and shows how any company, no matter what size or industry, can benefit from following their examples. Think Big, Act Small may be the most powerful management book since Good to Great and Execution.

Outlines strategic tools for enabling sales improvements, outlining the author's five-step program for effective "benchmarking" steps that encourage business executives to rely on data-driven decision making rather than instincts. 15,000 first printing.

Advises managers on successful techniques for conducting employment interviews and checking references

Too many doctors spend their careers dedicated to building a busy practice at the expense of their own health, happiness, marriage, or children. What they don't realize is that they've built a job instead of a business, and now, that job owns them. This book is the blueprint for chiropractors who want to create a Remarkable Practice as part of a Remarkable Life--not instead of one. It's for the chiropractor who wants to make a bigger impact (and a bigger income) through leverage, not brute force. Inside you'll discover the proven Remarkable Systems for the core four functions of the chiropractic business: Attraction (marketing), Conversion (sales), Retention (service), and Team Building. If you're ready to turn your practice into a business and transform yourself from Owner Operator to CEO, this book is for you.

Shay was still angry but shrugged nonchalantly as if to say, it's not that big of a deal. "So, what am I wrong about?" "You're not going to want to hear this, but I have to tell you anyway." Liam paused before finishing. "You might be working hard, but you're not doing it for the company." "What the hell does that mean?" Shay wanted to know. Knowing that his adversary might punch him for what he was about to say, Liam responded. "You're doing it for yourself." New York Times best-selling author Patrick Lencioni has written a dozen books that focus on how leaders can build teams and lead organizations. In *The Motive*, he shifts his attention toward helping them understand the importance of why they're leading in the first place. In what may be his edgiest page-turner to date, Lencioni thrusts his readers into a day-long conversation between rival CEOs. Shay Davis is the CEO of Golden Gate Alarm, who, after just a year in his role, is beginning to worry about his job and is desperate to figure out how to turn things around. With nowhere else to turn, Shay receives some hard-to-swallow advice from the most unlikely and unwanted source—Liam Alcott, CEO of a more successful security company and his most hated opponent. Lencioni uses unexpected plot twists and crisp dialogue to take us on a journey that culminates in a resolution that is as unexpected as it is enlightening. As he does in his other books, he then provides a straightforward summary of the lessons from the fable, combining a clear explanation of his theory with practical advice to help executives examine their true motivation for leading. In addition to provoking readers to honestly assess themselves, Lencioni presents action steps for changing their approach in five key areas. In doing so, he helps leaders avoid the pitfalls that stifle their organizations and even hurt the people they are meant to serve.

The Mindset of a Sales Warrior encompasses Jason Forrest's 40 years of learning and experience. Through 42 transformational strategies you'll learn the beliefs of how you can become a true sales warrior. Each life changing strategy comes with real world application and dives into what it means to think, act, and sell like the top 1%.

Take your real estate career to the highest level! "Whether you are just getting started or a veteran in the business, *The Millionaire Real Estate Agent* is the step-by-step handbook for seeking excellence in your profession and in your life." --Mark Victor Hansen, cocreator, #1 New York Times bestselling series *Chicken Soup for the Soul* "This book presents a new paradigm for real estate and should be required reading for real estate professionals everywhere." --Robert T. Kiyosaki, New York Times bestselling author of *Rich Dad, Poor Dad* The Millionaire Real Estate Agent explains: Three concepts that drive production Economic, organizational, and lead generation models that are the foundations of any high-achiever's business How to "Earn a Million," "Net a Million," and "Receive a Million" in annual income

Leadership development is a planned effort that enhances the learner's capacity to lead people. Building on the success of the first edition, Linkage conducted a study of over 300 top organizations and their needs in organizational change and leadership development that identifies approaches to leadership development that have proven to be successful. The work offers practical "how-to" instructions developing leaders and engaging in leadership development. It provides current in-depth models, assessments, tools, and other instruments that can be used for immediate application within a variety of organizations.

Topgrading for SalesWorld-Class Methods to Interview, Hire, and Coach Top SalesRepresentativesPenguin

Tools for translating recruiting and hiring decisions into financial returns Even in a down economy, U.S. business and government make millions of hiring decisions every year. Every decision carries risk. Every hire is an investment. Ideally, every one pays a return. In today's demanding environment, companies no longer have room to get it wrong. Million-Dollar Hire shows how leading companies have re-invented themselves, beat their competition, and added millions to their bottom lines with re-engineered recruiting and hiring practices. Using practical, real world illustrations, it shows that there are tools to treat every hiring decision with the same focus a business applies in acquiring other high-value assets. Shows how new technologies and social networking tools are being used to spider the Internet and find the best candidates before the competition Explains how different approaches to candidate screening translate to different levels of financial return to a business Reveals how to estimate the financial payoff for every hire and how to avoid legal challenges This is an invaluable tool for CEOs, CFOs, COOs and HR professionals who want to revamp what is often one of the least sophisticated parts of a business—the ways it finds talent.

(COMPLETELY REVISED EDITION WITH A THIRD NEW CONTENT) Improve performance. Transform your career. Change lives. Whether your team is in an office, on a field, in a classroom, or in your living room—have you ever thought they had more to give, but you weren't quite sure how to get it out of them? Have you ever wanted them to play up to their potential, but didn't quite know how to make it happen? Are you looking for that one new idea, that one simple strategy that will take your team's performance—and your career—to the next level? If so, The Weekly Coaching Conversation is definitely the book for you. Every once in a while a book like this comes along with a message so simple—yet so profound—it literally changes people's lives. In a story as inspiring as it is informative, bestselling author Brian Souza reveals the secrets to unleashing a person's potential. Introducing a groundbreaking, yet simple-to-understand and easy-to-apply coaching framework that's backed by years of rigorous research, The Weekly Coaching Conversation gives managers and leaders the playbook to turbocharge any team's performance.

We all understood As, Bs and Cs in school. Do you know what it takes to be an A Player in business? The A Player shows us how.

Popular blogger and CHRO Kris Dunn presents a hard, but compelling reality: every HR professional on the planet can be classified as one of 9 "Faces" based on your career level and your ability to innovate and drive change. The book opens with a behavioral assessment, so readers can quickly identify their own "HR Face" then reveals career tracks, behavioral markers, ROI, macro-trends driving behavior, and market demand for each face. Which face are you? Which one do you want to be? Whether you're a solo HR pro trying to make your way in the world or an HR leader trying to build a cohesive HR team, this is your no-BS playbook to empowering your HR career and elevating our profession.

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-level executives to present a simple, easy-to-follow program to guarantee hiring success. 50,000 first printing.

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