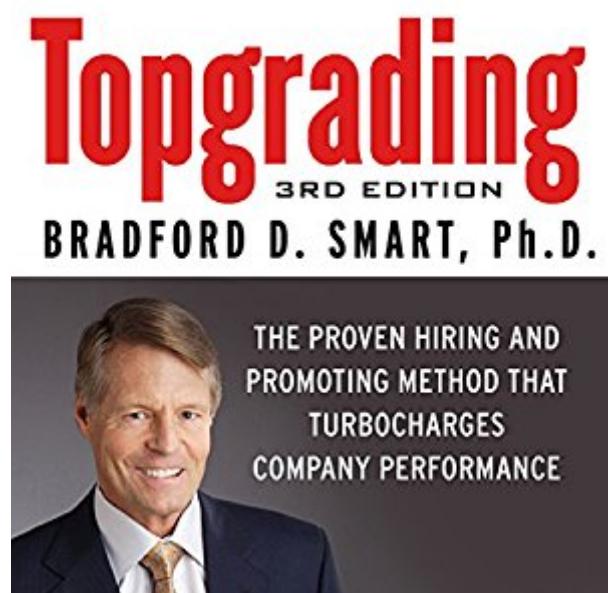


The book was found

Topgrading, 3rd Edition: The Proven Hiring And Promoting Method That Turbocharges Company Performance



Synopsis

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 responses), 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 responses 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 to small businesses in every field imaginable. Hundreds of thousands of followers 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. 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.

Book Information

Audible Audio Edition

Listening Length: 10 hours and 34 minutes

Program Type: Audiobook

Version: Unabridged

Publisher: Gildan Media, LLC

Audible.com Release Date: August 16, 2012

Language: English

ASIN: B008Y9PIFQ

Best Sellers Rank: #36 in Books > Business & Money > Management & Leadership > Industrial #95 in Books > Business & Money > Management & Leadership > Mentoring &

Customer Reviews

Informative, but extremely detailed. Sometimes difficult to read through all of the information - definitely not a book to leave on your night stand, more of a book to read in your free time at work.

Core message great. Some gems right at the end that aren't endlessly repeaters through the book. Lots of repetition. Probably enough content for a great book 2/3 the length. Instead it's a good book. A bit of a sales job on his own branding topgrading . But hey that's why he wrote.it! Skim the first 1/2 with a highlighter and slow down. Especially in the last 20%Buy it. Use it. If you aren't doing this stuff or something similar already. . . Watch your business and career transform.

The product and shipping were as expected. No issues there. I really don't like the Topgrading approach. It's very bureaucratic and is another laborious management process that consultants love to push, until the next one comes along. I can see where larger organizations would use it, but for small business it's just too much procedure.

I recently read a half dozen books on hiring, and this is the only one that did more than just regurgitate common sense. This book goes into great detail on an entire process for hiring, and is the only book on hiring I've gained any real value from.

Treats people disrespectfully. Have great ideas to check if candidate is lying or not. The approach is good the execution can be improved.TORC makes sense - asking for supervisor reference makes sense. Verbiage is cynical. Not inspiring. There will be bad apples and makes sense not to hire them.

Not easy to read, more theoretical than "Who", but very useful for people who starting or already using Topgrading in their organizations.

Great book! Excellent for anyone who is in hiring or recruiting.

it is a fantastic book which lays out the process for recruiting quickly and recruiting A graders

only.reading the book and taking help from topgrading website has helped us improve the quality of our recruitng atleast by 100%

[Download to continue reading...](#)

Topgrading, 3rd Edition: The Proven Hiring and Promoting Method That Turbocharges Company Performance The Insiders Guide To Hiring A World-Class Dental Team: A Revolutionary Approach To Recruiting, Hiring, Training, and Retaining, World-Class Dental Professionals FBI Special Agent Hiring Guide - Phase Two: FBI Hiring Guide Community/Public Health Nursing - E-Book: Promoting the Health of Populations (Community/Public Health Nursing: Promoting the Health of Populations) Fair, Square & Legal: Safe Hiring, Managing & Firing Practices to Keep You & Your Company Out of Court Who: The A Method for Hiring Nutrition, Health and Safety for Young Children: Promoting Wellness (3rd Edition) The Self-Promoting Musician: Strategies for Independent Music Success (3rd Edition) Employment Law: A Guide to Hiring, Managing, and Firing for Employers and Employees, Second Edition American Bar Association Guide to Workplace Law, 2nd Edition: Everything Every Employer and Employee Needs to Know About the Law & Hiring, Firing, ... Maternity Leave, & Other Workplace Issues Virtual Assistant Assistant: The Ultimate Guide to Finding, Hiring, and Working with Virtual Assistants: Expanded and Updated for 2016 Employment Law: A Guide to Hiring, Managing, and Firing for Employers and Employees Employment Law: A Guide to Hiring, Managing, and Firing for Employers and Employees (Aspen College Series) Company, Crown and Colony: The Hudson's Bay Company and Territorial Endeavour in Western Canada Virtual Assistant Assistant: The Ultimate Guide to Finding, Hiring, and Working with Virtual Assistants Recruiting and Hiring Effective Teachers: A Behavior-Based Approach In the Good Name of the Company: Artworks and ephemera produced by or in tandem with the Colby Printing Company Collecting Early Machine Made Marbles from the M.F. Christensen & Son Company and Christensen Agate Company Alfred's Beginning Drumset Method: Learn How to Play Drumset with this Innovative Method (Alfred's Drumset Method) Easy Songs for Mandolin: Supplementary Songbook to the Hal Leonard Mandolin Method (Hal Leonard Mandolin Method: Supplement to Any Mandolin Method)

[Contact Us](#)

[DMCA](#)

[Privacy](#)

[FAQ & Help](#)