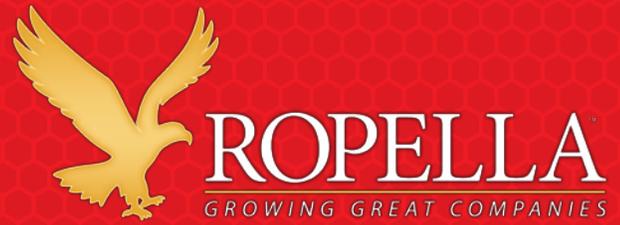


THE RIGHT HIRE



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In most industries having the right staff means the difference between success and failure.

With the health care market now officially the largest employer base in the country, and the least affected by the economic recession, *The Right Hire* was written examining the staffing processes of a fictitious medical center. However, this company could easily have been a tennis shoe mfg. (NIKE), a wind turbine mfg. (GE), a soft drink bottler (PEPSI), or your company.

We know from experience with the world's largest technology and consumer product companies that the SMART Talent Management strategies outlined in this book can cross all industry or employer boundaries. Regardless of what industry you work in, what matters is that you study and implement the ideas, practices, forms and tools of SMART Talent Management.

The Right Hire: How to Master the Art of SMART Talent Management helps you recruit great people and keep them loyal to your organization. You will see how to implement today's best (SMART) processes, programs and practices for **Sourcing** and **Marketing** to potential candidates, **Assessing** and **Recruiting** top talent, **Retaining & Training** employees and **Transforming** your organization for the better.

Dramatically improve your ability to get the right people in place – people who are well qualified, high performing and a perfect fit for your management style, behavioral standards and company culture. Learn how to:

- Successfully execute the vital preparation stage of talent searching
- Assess talent using proven tools and techniques
- Scout, network, and narrowcast in order to access the best candidates
- Use behavioral-based questions and interview techniques to uncover information that leads to good decisions
- Manage hiring negotiations, including the offer, acceptance, start date and on-boarding processes.

Whether you're a supervisor, manager, director or C-level leader, you'll find *The Right Hire* to be an immensely valuable resource and template. It will empower you to create an organizational culture that achieves the best possible outcomes, creates great bottom line results, attracts and retains top-notch talent!

ABOUT THE AUTHOR:

Patrick Ropella is CEO and founder of The Ropella Group, a top executive search and consulting firm. With more than 20 years experience in the field, he has worked with C-Level Executives and Human Resource Leaders from some of the world's largest corporations including DOW, DuPont, Georgia Pacific, SONY, GE, P&G, Clorox, Pfizer, Johnson & Johnson, Shell, Dial Soaps, Sherwin Williams Paints, New Balance Tennis Shoes, and many more. In addition, his articles on human capital management issues and topics covered in *The Right Hire* have appeared in a variety of publications.



Patrick Ropella

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