



Stacking the deck in your favor

What if there was a way to map out the natural traits of top sales performers?

~Spoiler - There is.

Then imagine how fantastic it would be to take that knowledge and apply it to the hiring process? Imagine the ability to clone top performance attributes to create an all “A” player team?

~This can be done and it’s what we do for our clients to build or top grade high performing sales teams.

Research Studies of top salespeople in both the United States and Europe confirm that top performance can be predicted. The most successful organizations in the world already know that hiring the right people has the potential of becoming the most powerful “secret weapon” in their arsenal of competitive strategies. What they don’t know is that hiring the right salespeople can be as simple as following a recipe based on recent findings.*

We don’t Recruit – we Talent Match

The approach we take to executive recruiting and talent acquisition at Adaptive Solutions is much more than simply putting bodies in front of the hiring manager following a series of brief conversations and a low-level assessment of fit.

Sad fact – the average time a recruiter spends reviewing a resume is just 6.25 seconds.

Sadder fact – 80% of those seconds are spent looking at just six things: Name, current and previous title, current and previous position, and education.

At Adaptive Solutions we begin by “Job Benchmarking” which is identifying the unique DNA behind the position. Think of this as if the position itself could talk and it tells us what is required to excel.

- The knowledge and behaviors most needed
- The motivators and rewards for superior performance
- The skills required to perform at a superior level

Once we have the benchmark in place, we can screen candidates to accurately find the correct match for the critical metrics in an unbiased way. Only the top prospects are sent for interviews. We then provide you with the questions and procedure to conduct the interview process in a highly effective and repeatable manner.

As an added benefit, following this process you’ll be able to compare all current and new staff members to the results and provide a developmental plan for each. You’ll also know each person’s specific motivators and stressors.

There is so much more to this process and I would love the opportunity to explain the value we can bring to your hiring needs. If you would like to discuss, please call me at 407-450-1889.

To your successful future,

Tom Casper

President

*Study conducted by Frank Scheelen of The Scheelen Institut, Waldshut-Tiengen, Germany and Bill J. Bonnstetter of Target Training Int in Scottsdale, Arizona.

