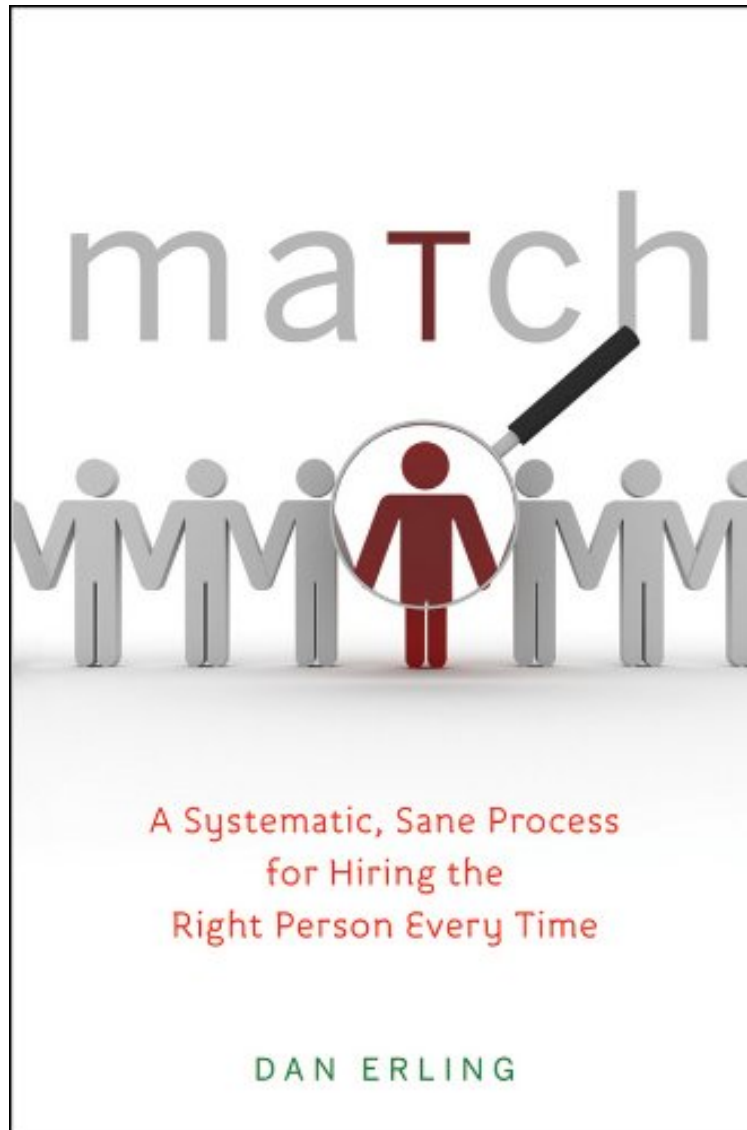


(Library ebook) Match: A Systematic, Sane Process for Hiring the Right Person Every Time

# Match: A Systematic, Sane Process for Hiring the Right Person Every Time

Dan Erling

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**Dan Erling : Match: A Systematic, Sane Process for Hiring the Right Person Every Time** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Match: A Systematic, Sane Process for Hiring the Right Person Every Time:

0 of 0 people found the following review helpful. This is a great book By Customer Having been a recruiter for 13 years, I can tell you from experience that most hiring managers and companies do not have hiring processes in place. They are literally guessing in most cases (although they believe they have a special knack for "knowing good talent

when they see it."). The thing I love about this book is that it really simplifies the hiring process. If hiring managers can make the upfront effort to develop this process into a routine (especially company-wide), their hiring success will skyrocket. I believe that Dan's videos on his website are a great companion to this book...<http://www.danerling.com/default.asp?s=MCH>. Similar to his book, these step-by-step videos are presented in a very simplistic way - helping hiring managers gain confidence that they can truly develop a solid and successful hiring process for themselves and their firms. 1 of 1 people found the following review helpful. Applies in US and Internationally  
By Julie O'Hara I read the book on the way back from a recruiting trip to Europe. I wish I read it on the way over. It gave me several good approaches on how to improve our processes. Luckily its not too late to implement several new ideas. 0 of 0 people found the following review helpful. Five Stars  
By Jim D'Amico Common sense and practical.

Hire the right person-every time! Why is it that so many companies accept mediocre hiring results as the norm? The answer is simple. It doesn't occur to them that, in fact, there is a process that virtually guarantees hiring the right person every time. To repeat: there is a process that virtually guarantees hiring the right person every time. That's what MATCH is about. Based on author Dan Erling's experience with best practices from over a thousand companies, MATCH gives you a rock solid, practical process for hiring. MATCH takes you step-by-step through the lifecycle of hiring, from developing a job description through interviewing and making the decision, to negotiating salary and onboarding the new hire. Applicable tools, stories, and foolproof techniques are woven throughout to insure your mission critical objective is accomplished. The author is well-known in the hiring and recruiting industry. With MATCH, your hiring team will develop a systematic process that fits with the company's overall mission, giving your company the people it needs to succeed every time!

From the Inside Flap  
In the current job market, those charged with the responsibility of hiring are faced with a flood of reacute;sumeacute;s for every job opening. The challenge is not only to find someone who can do the job, but to find the best possible match. This is critical because you're not only filling one job openingmdash;you're contributing to the overall health and efficiency of a team that brings value to your organization. So how do you find the candidate who is not simply working for a paycheck, but is truly invested in the work, passionate about contributing to the performance of their team, and focused on achieving the company's mission? There is a process that virtually guarantees hiring the right person every time. The secret is in systematically applying a series of objective hiring best practices to every open position. As President of Accountants One, Dan Erling has successfully presided over the recruitment and retention of thousands of long-term hiring decisions. From short-term staffing solutions to extensive searches for executive, VP, and C-level positions, Erling's system has contributed not only to successful hires, but to the overall health of the hiring organizations. Now, he shares his powerful hiring system in MATCH, showing you how to integrate this process into your company. This system covers the entire life cycle of the hiring process, including: Using powerful strategies to craft job descriptions that precisely fit your company's needs Building teams and departments that align with your mission Investing the necessary time and energy in recruiting, interviewing, and researching the right candidates Bringing new hires on board, monitoring their performance, and ensuring that hires are maximizing their performance Retaining top talent for long-term hiring ROI Human capital is the most important investment you can make in your organization. With the proven system in MATCH, you can instill a consistent culture that recruits, hires, and retains talent that not only shines on its own, but integrates seamlessly into your organization's mission.  
From the Back Cover  
PRAISE FOR MATCH "Finding exceptional people is a difficult task in any hiring market. Even now, when there are so many candidates, it is challenging to identify the best hire for your company. The best practices in MATCH provide a systematic approach for identifying, hiring, and retaining the right people."  
mdash;LIZ HICKOK, SPHR, HR Director, Sage North America "MATCH is the perfect name for this book. Matching the right people to the right job in the right company is critical. A wrong match can kill, and a great match can make you. Learn how to make better matches today from a proven professional who spends every workday on the front lines of the employment war."  
mdash;RICK MYERS, founder and CEO, Talent Zoo "If interviewing anyone ever made you unsure, then MATCH is for you. The hiring tactics discussed in MATCH are brilliant! MATCH is a must-read for anyone involved in the hiring process."  
mdash;DAVE BUCKEL, CFO "MATCH puts hiring GREAT people at the top of the priority listmdash;which is exactly where it should be."  
mdash;JIM HULING, consultant and author of Choose Your Life! "As the business community continues to understand the importance and value of 'paying it forward,' it is critical that companies develop hiring techniques allowing them to identify, hire, and retain employees that foster a culture of giving back. MATCH provides a method for achieving that objective."  
mdash;BOB LITTELL, author, speaker, and Chief NetWeaver, NetWeavers International "I have hired a great deal of people in my career. But it wasn't until I used the MATCH process that I felt as comfortable with my hire on day one as I did a year after the employee started. I am very pleased with the results."  
mdash;KEVIN MELENDY, CEO, Spectral Response LLC  
About the Author  
DAN ERLING is a recognized name in the business community. Dan appears regularly as a media go-to expert for advice on hiring trends and recruiting methods. He is also a well-known public speaker and

consultant. Erling has been recognized as one of Atlanta's up-and-coming young executives, running a forty-year-old regional accounting/finance recruiting firm (Accountants One) and maintaining partnership in a staffing firm (The Waters Organization). In 2004, Dan created the Search for the South's Funniest Accountant, which has become a successful annual fundraiser for Junior Achievement. He is a member of Financial Executives International (FEI); Georgia Association of Personnel Services (GAPS); and the Institute of Management Accountants (IMA). Dan lives in Atlanta with his wife of eighteen years, two kids, and two dogs. You can visit his blog on hiring and recruiting at [www.danerling.com](http://www.danerling.com)