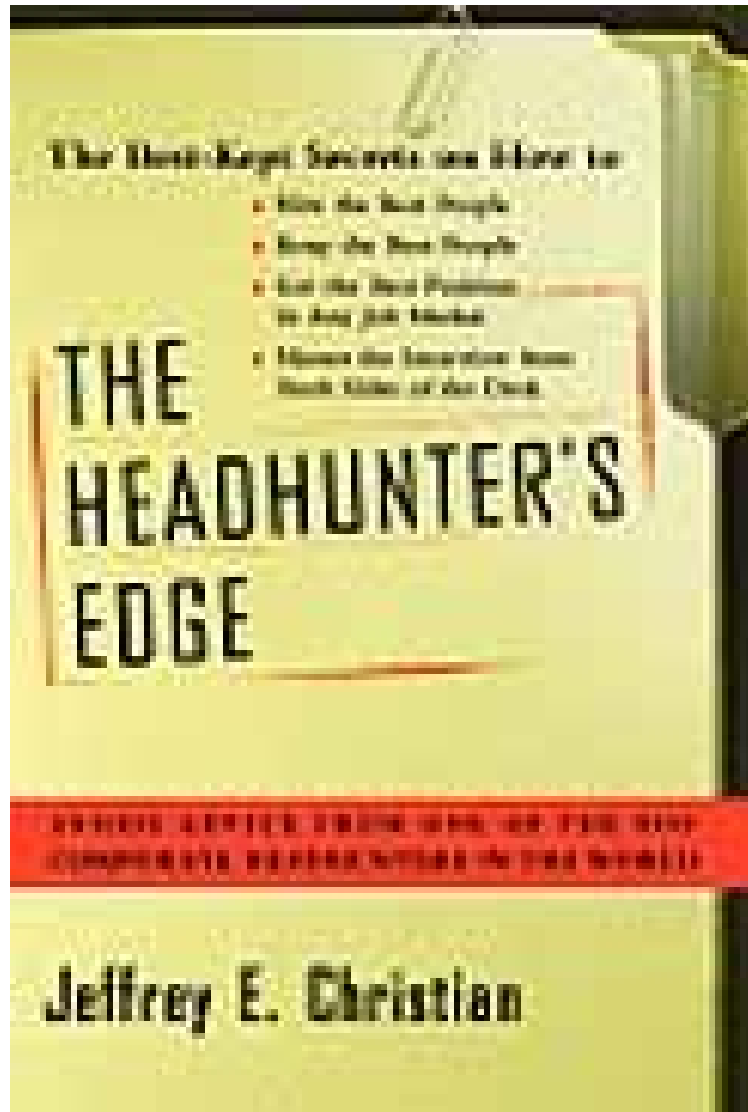


(Read ebook) The Headhunter's Edge: Inside Advice From One of the Top Corporate Headhunters in the World

The Headhunter's Edge: Inside Advice From One of the Top Corporate Headhunters in the World

Jeffrey E. Christian

ebooks | Download PDF | *ePub | DOC | audiobook



DOWNLOAD



READ ONLINE

#1557899 in eBooks 2002-08-27 2002-08-27File Name: B000FA64X2 | File size: 56.Mb

Jeffrey E. Christian : The Headhunter's Edge: Inside Advice From One of the Top Corporate Headhunters in the World before purchasing it in order to gage whether or not it would be worth my time, and all praised The Headhunter's Edge: Inside Advice From One of the Top Corporate Headhunters in the World:

0 of 0 people found the following review helpful. Five StarsBy Robert DurhamGreat book full of easy to understand techniques and steps to be a successful Headhunter.5 of 6 people found the following review helpful. OK, but you

have to read critically to see some false assumptions. By E-Diddy I thought the book was interesting. However, Christian has a tendency to imply causes for societal concerns that cannot be proven, only assumed. I found myself suddenly reading about how tragic it was that more women and minorities aren't at the helm of large corporations; that this is a "big problem" caused by white men. The problem is that he chooses not to explore the hundreds of other causes that have contributed to this concern over the years. Instead, he takes the easy road, throws some bare bone statistics at us with no analysis and tries to lead us to make an "obvious conclusion"...his. Women and minorities are more determined to get ahead and getting themselves into situations where they are gaining valuable experience, regardless of any past disadvantages. Now, THESE are the leaders I want on my team. Don't just assume the "right thing to do" is to hire more women and minorities. The right thing to do is hire the most talented people for your company, period. Give minorities and women the respect they deserve and understand they can get any position they want if they believe in themselves. They don't need white men to give them a break. What an insult to them. C'mon. Christian also implies that employer loyalty is alive and well because 30% of people have worked for the same company 10 years or longer (p. 137). How does this prove loyalty? Christian forgets that people stay in their current positions because they lack ambition, fear change, refuse to update their skills, blame others, have no confidence...the list goes on and on. To suggest this statistic proves loyalty just cannot be proven accurate. I've seen people at their jobs for 20 years or more and hate their job and their company the whole time. He even says 90% of workers stated they were "loyal" or "somewhat loyal" to their companies. But, we never find out how many of the 90% said they were "loyal" or how surveys can have biases. Hey, I'm "somewhat loyal" to my current employer but I'd leave in a heartbeat for a better opportunity. This all sounds bad but it really was an interesting book to read with some good insight into a few areas. 4 of 5 people found the following review helpful. Essential reading for all managers. By Gautam Ghosh. This book is called "The headhunter's edge" but Christian's mission is to make any hiring manager "Think like a headhunter". Now Christian is not just ANY headhunter. He's the founder leader of Christian Timbers, the pioneer in recruitment firms that focussed on IT industry and was the person who showed Carly Fiorina to HP. In the book, Christian looks at what managers need to do, "look for talent" most of the time and shows that what differentiates good organizations is talent. He seeks to define what talent and leadership is, he says it is NOT a good education or experience but mostly "soft" factors that one needs to sense like integrity, humility, intellectual firepower and others. He also believes that talent is contextual, and that good leaders spend an inordinate amount of time pursuing great talent, or ensuring that great talent does not leave their doors. So, it's not a book just for headhunters, recruitment people or CEOs. Even a manager who has the final decision on who gets on his team will benefit from this book. I would recommend reading this book with more academic articles on leadership and EQ. Then Christian's examples will put things more into perspective. What is more interesting is the example of top CEOs who put a great focus on recruitment process for their organizations like Bill Gates, Jack Welch and even VCs like Vinod Khosla.

One of the world's top headhunters reveals his most valuable techniques for getting the best jobs and finding the right people. The most important thing you'll ever do if you are trying to build, rebuild, or even turn around an organization is hire the best people—and keep them. Jeffrey E. Christian has learned this lesson by working on hundreds of executive search assignments and building his own headhunting firm into a nationally recognized company, one of the top ten in the nation. In *The Headhunter's Edge*, he reveals his secrets for excelling on either side of the desk—as a leader trying to build a great company, or as a job seeker in search of the next big position. In this practical manifesto, Christian shows how essential it is to have the most talented people on your side. But how do you find the best? And how do you become the best? Christian's solution: Think like a headhunter. He gives readers the benefits of his twenty years of experience interviewing thousands of CEOs and potential CEOs, and tells you how to conduct an interview and spot great leadership qualities in job candidates; exactly what to do and say to keep a valuable employee from resigning; how to expand your network to find the best emerging talent; key strategies and instructions for choosing and getting the most out of a search firm; what it takes for ambitious and talented people to get noticed and get the next big job or promotion. Practical, impassioned, and wise, *The Headhunter's Edge* is an indispensable guide to advancing your career—and making your business more successful and profitable. From the Hardcover edition.

.com Recruiting and retaining the proper employees is an undeniable key to corporate success, and *The Headhunter's Edge* offers proven advice for those on either side of the process. Want to attract the best skills to your company, or find the best company for your skills? Jeffrey E. Christian, a high-level search consultant for corporations like Microsoft and Hewlett-Packard, says we've entered a talent economy in which thinking like an executive recruiter can make the difference whether you're hiring or looking for work. The bulk of the book details suggestions for finding the right people (don't rely too much on academic credentials, do seek resumes displaying upward movement), uncovering the candidates who can sell more than themselves (prepare interviews for specific positions, craft questions that show decision-making and problem-solving aptitude), ensuring that potential employees are who they claim to be (go beyond the references initially supplied, meet personally with critical sources), and retaining those you ultimately

select (don't be stingy with compensation, benefits, responsibility, or recognition). Additionally, it shows how to turn this advice around and advance your own career (use well-prepared phone calls to stand out, pay attention to events inside and outside your organization). Packed with loads of such practical and specific tips, this book is recommended for anyone involved on any level in the job market. --Howard Rothman

From Publishers Weekly

Christian, a headhunter who is perhaps best known for placing Carly Fiorina in the CEO position at Hewlett-Packard, offers a book that is part memoir and part advice tome for job seekers and employers. He begins by describing his first headhunting job, which involved making cold calls to place people in the chemicals and plastics field. Though inexperienced, Christian had a talent for sizing up people and quickly became a success; he did so well that he soon launched his own company. Christian readily admits it was the early 1980s, a time when there were available jobs for almost anyone who wanted to work at the levels he placed. The subsequent boom and bust of the tech field and the dot-coms provided him with more experience; he believes that the lessons he's learned as a headhunter apply to both employees and employers. For example, he identifies five key traits shared by all effective leaders: they're honest, smart, passionate about their work, humble and possess the ability to surround themselves with other smart, capable people. Christian offers suggestions for interviewers and would-be employees, such as looking outside their specialties, preparing themselves for all job opportunities and learning to read body language. Christian's writing style is engaging and his advice is sound. However, since he attempts to cover several topics interviewing, recruiting and retaining the book ends up as an overview of the broad subject of employment rather than a specific how-to guide.

Copyright 2002 Cahners Business Information, Inc.

From Library Journal

What are the strategies to hire the best people and how do you find them? Christian, a leading corporate headhunter and founder and CEO of Christian Timbers, draws on his expertise to write this practical and highly informative guide. Not only does the author discuss locating the most talented people, but he also provides advice on how to retain them. Christian maintains that "we are operating in a Talent Economy" and offers the following indicators: "talent is someone on the way up," "talent attracts other talent," "talent is impatient," "talent gets to the point," "talent has vision," and "talent is relative." Guidelines for selecting talented people include how to study a candidate, effective interview techniques, and how to check references. Particularly helpful are the sample interview questions, among which are "trick questions" that can help interviewers learn more about the candidate. Case studies include companies such as IBM and General Electric. This is one of the best guides to hiring and retaining the most talented employees this reviewer has seen. Its realistic approach and information on effective job-hunting techniques recommend it to academic and public library business collections.

Lucy Heckman, St. John's Univ. Lib., Jamaica, NY

Copyright 2002 Reed Business Information, Inc.