



3 STRATEGIES FOR HIRING To Create YOUR Success

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WELCOME

You are only as good as your TEAM.

We assist professionals to hire the best team members, coach leaders how to lead leaders, and retain their top performers. Coaching is the proven method to show your employees strategies to retain their valued team members who create success for YOU.

The ability to learn faster than your competitors is the only sustainable competitive advantage
-- Arie De Geus

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ECKSTEIN
EXECUTIVE COACHING

ABOUT

Professional Certified Coaching for you and your team; either individually or as a group. We work with professionals across the US, and Internationally to empower executives. Our success in 2020 has given our clients a 10X return on their investment working virtually from Metro Atlanta with teams in CA, NY, CT, TX, MA, and of course GA.

Confidence begins with the leader, and this is not for the faint of heart. Identify your team vitals, and set impossible deadlines that will ensure you thrive and win every week!

Contact

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CURRENT STATE



THE CHALLENGE

One in five of your employees is looking to leave you (Forbes). They are reading the internet job boards on every break, lunch and week-end. If you don't engage, challenge and develop them they will leave, and your success will decline. Let them know what their success has meant to you and your ROI, because if you don't, a headhunter will be happy to tell them their value. Create a culture where teams are aligned, challenged and motivated to work. Make it fun. Your top performers are being poached, by your competition, too!



HIRING THE BEST

1

Hire for engagement, passion, interest, cognition and attitude. Sounds like a lot, BUT you need the best.

Tips on Hiring:

- Hire confident people - and eliminate training for confidence.
- Hire hungry people - make sure they really want the position
- Make the offer so attractive they cannot refuse.
- If they are not hungry for the position, they will get hungry.
- Hire people who demonstrate empathy. As AI and technology expand, empathy is the human attribute that you will find necessary.
- Utilize a reliable assessment for job match to check your "gut" ensuring you are hiring to fill gaps in team skills, and the new hire is a good fit.
- Hiring a change manager? Be prepared to support their plan and timeline for execution.
- Give them your trust PUBLICLY.
- This includes allowing them the freedom to plan, design and develop their teams.
- Set them up for success as well
It takes courage and a growth mindset for change.



ON-BOARDING



Warmest Welcome Ever!

2

Begin with the End in Mind

- Let them know how excited you are they have joined your team. I mean gifts, swag, parking, lunch, etc. Give them praise, and compliments. Celebrate their arrival publicly with a reception, send their bio, and head shot to all digital platforms and the local news.
- Make sure they realize they are HOME. Then give them clarity in the on-boarding process, and let them know their area of authority. They are in control.
- Help them identify their goals. They need to visualize success. Goals should be "big and scary" with intense deadlines. Remember, "what gets measured gets done." You want to establish pressure to elevate intensity. The pace which you establish early for the new hire should create a sense of urgency forever.
- Set high expectations. Research has shown that teachers who set high expectations and believe in a student or athlete's performance becomes a self-fulfilling prophecy.
- Prepare them for their team culture and ensure that they bond with team members, AND give them the gift of a coach. All new team members, need a trusted confidant to partner in creating success for YOU!
- Set-up an Early Win. This will provide them with confidence and it will ensure the team feels and sees their early success.

RETAINING HIGH PERFORMERS

3

YOUR Success
Depends on IT

Roadmap for Team Success

ESTABLISH A ROADMAP OF GOALS, ACTION STEPS AND MILESTONES TO PRODUCE EARLY WINS. INSIST ON SELF-CARE FOR COGNITIVE EXCELLENCE.

EMPOWER YOUR HIGH PERFORMERS TO FIND ANSWERS FOR THEMSELVES, TAKE RISKS AND FIGURE IT OUT. CHALLENGE IS LEARNING.

GROW YOUR HIGH PERFORMERS. DISCUSS THE LEARNING AT EACH FAILURE. GIVE THEM THE TRUTH, PROVIDE THEM WITH HOPE FOR THE FUTURE AND MOBILIZE THEM TO RE-TRY.

ELIMINATE BARRIERS TO SUCCESS. SQUASH THE TRIVIAL, ANNOYING RULES AND ALLOW THEM TO BE CREATIVE TO SOLVE REAL PROBLEMS.

Right?

APPLAUD THE EARLY WINS AND CELEBRATE. YOU WANT THEM TO FEEL THE "WINNER'S IMPACT" EARLY, AND YOU WANT THEIR PEERS TO ENJOY THE TEAM PRAISE.

PLAN FOR FAILURES. THEY ARE INEVITABLE IN A TEAM OF HIGH PERFORMERS ASSUMING RISK. WITHOUT RISK AND CREATIVITY YOU WILL MISS INNOVATION.

PAIR THEM UP WITH EACH OTHER AS MENTORS TO ASSIST WITH CHALLENGE AREAS. DO THIS STRATEGICALLY. MAXIMIZE THEIR SUPERPOWERS.

CREATE A POSITIVE INFLUENCE. EXPECT THEM TO BE GREAT -- REMEMBER THE SELF-FULFILLING PROPHECY AND THEY WILL BE GREAT.

BOOK DISCOVERY CALL

"The only precious valuable thing we have is time." Darren Hardy

If you are not investing in your team with coaching time, you will not grow, and thrive. What kind of strategy is that? We give our clients free time with initial discovery calls. We want to design the plan that is best for your unique team!

Sign Up!

www.calendly.com/urcoach



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