

Entrepreneurship Summit 2020: How to Hire ‘A’ Level Team Players and Retain Them: Review Article- Bimal Shah, The One Year Breakthrough, USA

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Review Article

The Three Secrets to Hiring “A” Level Team Players Focus: Hiring People that can Deliver Results According to the Career Builder, 66 percent of Employers in the US report Bad Hires and a single bad hire could cost on an average \$50,000. Another shocking irony discovered by Association of Certified Fraud Examiners for small businesses with fewer than 100 employees, is that the cost of a single bad hire is approximately \$190,000. Tony Hsieh, CEO of Zappos, has said in interview to Fast Company, that bad hires have cost his company well over \$100 million. One of the solutions to this problem is a three-pronged approach to hiring and retaining “A” Level team players. This workshop is designed to focus on getting you an action plan with three-pronged approach to hiring “A” Level players. This is a hands-on interactive workshop designed to provide “lifetime value” to the attendees present in the workshop. In this workshop entrepreneurs will walk away with the following:

- The first focus will be on building a written Action Plan to build an outline of a creative and unique process to select “A” Level players for your team.
- The second focus will be on building a written Action Plan on preparing the decision process foundation for hiring and firing employees.
- The Third focus will be on building a written action plan on how to keep and retain “A” level players. In addition, attendees have access to:

- A FREE Comprehensive Report on Ten Mistakes to avoid before Hiring a Business Coach
- A FREE Comprehensive 21-Page Report on How to Increase Retention Rate for Employees in your Business.

This workshop is for any entrepreneur who wants to hire great team players and get more done in less time for less. A motto that Bimal has lived throughout his life. It has become one of the company’s core foundations. This is what we

Practice every day and we help others practice the same on a daily basis. We practice management by leadership and help others practice the same. This creates freedom for both the Employer and the Employee and solves one of the biggest headaches for Entrepreneurs-getting results from their team!

Albert Einstein had said, “If he had only one hour to save the world he would spend 55 minutes identifying what the problem is and five minutes solving it.” Each company has a different problem when it comes to employee retention and that must be

distinctly identified before implementing any solution. The solution to Hiring “A” level team players comes in three stages- the before unit, the during unit, and the after unit.

The nation is paying a huge price in the high billions because of Employee Turnover and costly mistakes made at work. By learning how to retain more of your employees long term, and by avoiding the costliest mistakes at work, you could save yourself or your company an enormous fortune or from a total disaster. The easiest and most cost-effective way to increase retention and avoid the costly mistakes at work is through coaching. Our Coaching-Planning-Accountability™ system takes the coaching to a whole new level by taking it to final stage of progress and achievement. Let’s look at depth on each element that increases retention. The secret to Increasing Employee Retention and Reducing Turnover lies in how crystallized it is. We will break down the entire process. The first step is the Hiring Process for the perfect candidate you want to bring on board.

The speaking engagement on Hiring “A” level team players will be structured on building three different units for businesses when it comes to Hiring.

The Before Unit:

In this unit, you want to develop a highly customized hiring process. Resume is the last place companies should look to evaluate key players. In the beginning, you must clearly identify what you want and build a job scorecard. A comprehensive job score card consists of key activities of the new hire along with their unique abilities, technical skills, how they can be a cultural fit, the outcomes, the mission, experience, and other essentials. Moreover, you don’t want to start any interviews until you have a system of narrowing 20 “A” level players other than looking at resumes. Now you want to carefully evaluate the 20 “A” level players and narrow down to 5 candidates you want to put through the interview process to get the best of the best. During the non-resume evaluation process, it is very important to know what do you stand for and what values are you looking for in the candidate. Values and attitude based hiring process can eliminate more than 70 percent of the bad hires. Typically, a three-interview hiring

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process works best. Anything longer is overkill for some of the smart candidates and they leave mid-way in the process. What's your percentage of bad hires?

According to Bureau of Labor Statistics, Employment of managers, for example, is forecast to increase in many industries, or faster than the average for all occupations, in the period from 2006 to 2016. If managers are going to be the highest sought, focusing on Manager-Employee relationship should be a top priority for many companies. According to Business Week study, each employee that leaves the company costs the company on an average \$20,000. Manager behavior is amongst the top 4 reasons after pay, not being engaged, and being bored as the work is not challenging enough.

The search is where many of the future problems can be solved. How thorough is your search is how longer your employees will stay. If your search is quick and easy and you quickly hire employees left and right, chances you will have employees leave quickly or you may have to fire employees. If you search is extremely detailed and has 8 or 9 interviews before the candidate get hires, chances you will lose great talent and geniuses mid-stream in the interviewing process.

Attracting talent is important, but it proves meaningless if new employees are not retained. While turnover of low performing employees is good for a healthy organization, unwanted turnover can be extremely costly. When you add in a reduction in efficiency, a negative effect on morale, and damage to the company's reputation, the tangible and

Intangible costs of turnover increase even further. Companies are looking to more effectively leverage the talents, skills, and experience of their employees to create more value for their customers. Where companies focus is more on quality and value as customers now seek companies more on qualifications, value, and quality. This makes it increasingly important to have the right people hired in the first place.

Why do we get Bad Hires?

When companies hire today, they typically look at the qualifications, background, experience, and how well they do during the interview process. Some go to the extreme of having interview after interview for eight or more interviews. These are the two extreme ends of the hiring process. Both of those haven't delivered the results that American

companies want. American employers have a variety of job vacancies, piles of cash and countless well-qualified candidates. But despite a slowly improving economy, many companies remain reluctant to actually hire, stringing job applicants along for weeks or months before they make a decision, if they ever do. The number of job openings has increased to levels not seen

since the height of the financial crisis, but vacancies are staying unfilled much longer than they used to—an average of 23 business days today compared to a low of 15 in mid-2009, according to a new measure of Labor Department data by the economists Steven J. Davis, Jason Faberman and John Haltiwanger.

The During Unit:

In this unit, you want to have a clear system and path of professional progress. This must be developed and presented in the initial interviews as smart and "A" level players always look to the future more than the present. It should give an opportunity for the individual to customize the path as well. Considering instilling coaching in leadership skills, financial improvement and health, skill development, health, and ultimately building happiness at work. Have a recognition system that is unique and different from every other competitor in your industry. The most common mistake made by companies is to have an event or recognition day and award all the recipients. It doesn't motivate the team. On the contrary, consider a variable rewards system. Also, many companies don't have a system to have a formal "performance appraisal." Have a handbook for the same that ties into every value that the company stands for. Do you have results based training?

The "during" unit instills long term commitment and engagement in the employees. Talking about engagement, according to Gallup's latest Q12 survey, of all the 100 million employees that hold full time jobs in the US, only 30 percent or 30 million are fully engaged in what they do. At the other end of the spectrum, there are 20 million people or 20 percent who are actively disengaged. The other 50 million people are not engaged and just kind of present but not inspired by their work or managers.

How can you prevent the disengagement?

Team engagement coaching is the best way to prevent the same. Our unique coaching-planning-Accountability process makes us totally different from all other and The DHEE® program delivers DHEE Team You Want®. The DHEE stands for The Daily Happily Engaged Evangelist® (Evangelist stands for converting employees into Raving Fans of the employer or the manager they work with).

Here's why we are unique and different from the rest of the competition:

1. Our easy to use daily systems that can be implemented by executives and employees alike to achieve much higher results than before. "Motivation can get you started, but Habits keep you going"-Jim Rohn. That's what we build is customized daily

habits and discipline that solve the challenges that are faced by everyone involved.

2. We are so confident about Our Unique Flat Fee Coaching-Planning-Accountability™ system and we deliver that with a commitment to achieve progress and improvement guarantee. This unique guarantee makes us stand out from the rest.

3. Completely customized coaching-planning-accountability™: Different businesses have different issues and one system doesn't work for all. This is why we completely customize what is essential and deliver the essential drivers for your success in the least amount of time and the least amount of outlay.

Companies today are filled with dire need to hire effective managers and talented qualified workers. At the same time, it is faced with one of the highest voluntary turnover rates compared to other industries. There is lot of stress and many of them feeling underutilized on capacity and talent. This is where engagement and productivity C-P-A™ system plays a key role, where in the focus is on the big picture and the long run improvement and not the short term obstacles and challenges that the companies face today. The C-P-A™ system will be focused with the commitment of daily improvement. Clarity leads to prosperity. By bring in total transparency and clarity in the minds of all levels of employees and executives, the synergy just gets the rocket fuel to be supercharged and launch to a whole new level never dreamt of before.

The C-P-A™ system will bring the needed commitment from the employees and nurses at hospitals to do what is essential in order to get where it is important to get to for all involved. With tools that can be used 24/7, even outside of when there is no coaching, takes daily productivity to a much higher level. It makes the problems seem as opportunities to develop the stronger and better you. It makes you welcome challenges and have the nerve to face it with die hard determination and ignore all criticism. The 12 Habits to live your best DVDs can bring the best in each employee, when it is combined with ongoing coaching and planning and accountability.

The After Unit:

In this unit, you want to have a clear process of exit. Many great employees may have to leave for some good reasons. At this stage, don't let them just leave, but have a system in place to have them bring the type of "A" level replacement before they leave. Have an exit interview for everyone that leaves the company, including the ones that you terminate. Feedback is key to improvement and change in employee retention. Change what's not working and improve what is working. Surprisingly, despite the well-documented benefits of regular performance feedback, many firms fail to implement an effective review process. An effective review process can help bridge the gap

that exists between the leaders and the team. Do you have a system with the "A" level people who left to continually feed you "A" level players?

The after unit consists of potential exit strategies that employees will have or forced to have and it is important to have systems or processes in place for each:

1. Discharge.
2. Retirement or Early Retirement
3. Voluntary Termination or Resignation
4. Death or unexpected terminal illness
5. Left for a job at another company in another industry
6. Left for a job at a competitor.
7. Any other type of an exit that may cause the need to fill in the position.

By knowing how valuable the exit can be at retirement for someone who has worked at the company loyally for all the years can build engagement and commitment from the staff. This means a careful evaluation of benefits and other programs that support the well-being and development of happily engaged team at work. It is very important that Employers have an exit process for the employees at work. What does the exit process deliver that is essential to both the Employers are important questions to plan for as employees who have worked along time understand the value. They will also bring people like them as they are now very clear about who the company is looking for.

Also it is very important to do an exit for all concerned. "Feedback is the breakfast of champions."-Ken Blanchard. It is very important to get feedback from those who are voluntary leaving and those who have been terminated. Implement an exit interview process for employees who leave the company voluntarily as well as employees who leave involuntarily. Just because someone got discharged doesn't mean that their feedback isn't valuable. We specialize in creating a great exit process that provides very effective

This is where training and advancement in the "During" unit and having a clearly significantly beneficial exit plan to both the employer and employee plays a key role. By defining potential advancement paths that lead to a great exit plan regardless of what title or position or pay they hold when they exit, creates and instills confidence in the employees when they join the hospital and also builds loyalty. If we have done the job right in planning the before and during unit, the employees who approach the after unit will bring the replacements needed in

the companies and thus bringing in a reduction of costs and expenses incurred in the Before unit and brings in quality hires that are needed without spending a lot of time and money in the search for the right fit employee.

How can we help leverage the After Unit in Companies?

We would bring leverage in the following areas:

1. Exit Benefits Package: As being the financial advisors that are in the top 0.25% in the industry, we can build the exit Benefits that provide very valuable benefits to both the hospital and the employees when they exit.

2. Building Customized Systems and Processes that leverage the After Unit:

As a systems and processes expert, there would be many systems built that would also have a system for constant improvement, measurability accountability, and tracking. As a coach, I would inspire and motivate people to work productively every day.

3. Building a foundational system for bringing in replacement from the employees that exit: Similar people connect and people know and like people like themselves. When there are good employees who exit, they can bring in good to great employees and having a great foundational system that achieves the same will reduce the gap and reduce hiring costs.

4. Exit Systems for those who want to continue their passionate commitment that leads to fewer exits than anticipated: Creating systems and benefits for those who may still want to continue either part-time or more when it is time to retire. This will provide even a longer commitment for those who stay because they love what they do.

5. Many other systems and solutions that will build a great corporate culture. Corporate culture and values is what sets companies apart from their competition and captures market share. That's what I will help build in the company.

Every attendee will receive the following benefits: •Build and Maintain Customized Systems for each firm and each employee that no other coaching system does. We have a unique C-P-A (Coaching-Planning-Accountability™) system that is focused on delivering "lifetime value" on the spot. •Every Workshop (done every 15 days) is guaranteed to deliver solutions on the spot, create a written action plan, and build accountability systems on the spot. •A unique "Collaborative Coaching", offered by no-one else, makes sure you stay on track and eliminates the need for any phone calls or emails or text or any other social media communication in between the workshops. In conclusion, I hope you have received an enormous insight into the Before-During-and after process that I plan to bring at the hospitals to increase retention and employee engagement annually. In addition by learning how to avoiding all the major mistakes that happen at hospitals and those that hamper productivity you would take your entire team to a whole new level and the hospital to a whole new level. The statistics and numbers speak for themselves. So get started today by taking the next steps of exploring what would it take to increase retention. This would be one workshop and speaking presentation that no entrepreneur or attendee would want to miss.