

# Hiring / Getting Hired...

“Interviewing from Both Sides of the Desk”



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**Wednesday, June 4<sup>th</sup>, 2014**

# First... Let's Set the Table

- Real Bio – I am not a Supply Practitioner
- This is not a commercial
- Shift your thinking / broaden your view
- Listen from numerous perspectives / roles:
  - As a candidate / hiring manager
  - As a mentor / coach
  - With internal / external customers
  - In Planning / Purchasing / Customer Service
- **Nothing Fails... 100% of the Time**

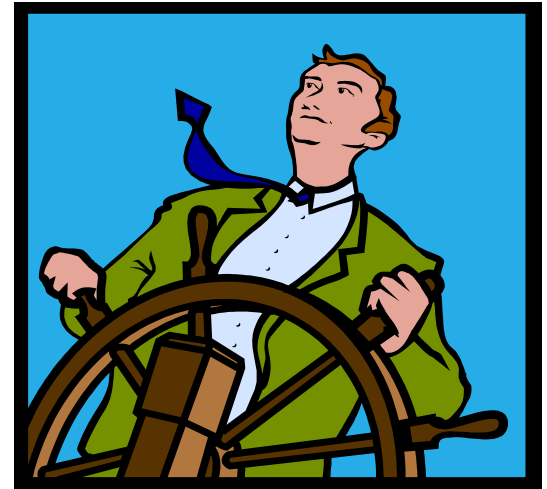
# Interviewing is NOT meant to be Combative



# All Employment is Temporary

Employers are responsible for the profitability and viability of the firm... not for your security or future.  
They never really were... it was an illusion.

- You are the captain of your own ship.
- You can change course anytime.
- You control...  
    your security,  
        your future...  
            your destiny.



# Introduction

Less than 3% get hired based on their credentials...  
... the rest on their ability to interview well.

**The most qualified don't get hired / promoted...  
*It's the presentation, personality and chemistry.***

*Michael Golf 7.62*



You have to see yourself as more than a resume, and more than a bundle of skills and competencies.

The truth is that the skills dogma fed to us for the past 20 years is nonsense. No one cares about your skills.

Hiring managers care about whatever problem they've got that's annoying and expensive enough to justify spending precious salary dollars to fix it.

That's all they care about, and that's all they should care about.

*Liz Ryan - CEO and Founder, Human Workplace*

# Session Objective

To clearly identify the specific objectives of the candidate and the hiring authority that can become the foundation of a mutually fulfilling partnership.

# What is at risk here?

## Candidate

- Career
- Financial
- Other missed opportunities
- Reputation
- 

## Employers

- Base salary + 38% in benefits
- Cost of hiring
- Cost of training
- Missed candidates
- Departmental morale
- Legal complications
- Reputation / Customers
-



# So... Who Wants What???

## Candidates

- Competitive Salary
- Benefits
- Security
- Training
- Respect
- Opportunity
- 

## Employers

- Competence
- Productivity
- Loyalty
- Honesty
- People Skills
- Leadership
- 

**Can you accommodate them? Will You???**

# Resumes

## 1 – 4% Response rate

“... generic resumes were heavily criticized as a worthless effort.”

- National Managers' survey



80% of your experience / skills are of NO interest... to any individual

## 15 – 20%

is very interesting...

**Build to their specs...**

Employers estimate 70-80% of candidates' resumes received can DO the job...

**...yet only 6 to 8** candidates are interviewed.

Therefore, just hitting the target is 'a miss'.



**Aim for the bull's eye!**

# Job Descriptions

*“Too many job descriptions are a wish list of every conceivable talent... compiled by too many interests.”*

*– Michael Golf*

## ‘Must Have’s’

- Relevant experience
- Specific education
- Positive attitude
- Growth potential
- Communication
- 

## ‘Helpful’

- Products
- Certifications
- Systems
- Accomplishments
- 

## Seek the Person

- Core Values
- Presence
- Motivation
- Leadership
- Enthusiasm
- Integrity
- 

**Stop looking for specific experience and/or industry.  
Screen for an Achiever – a pattern of successes.  
Find the one who is hungry... and hire them!!**

# Preparation

## Candidates

- Prepare vocally for the standard questions
- Know your facts
- Practice asking *How Can I Help* vs. *WII-FM* questions
- Clean up LinkedIn & Facebook
- Research the interviewers
- Do **REAL** research
  - Company
  - Prior postings
  - Interviewers
  - Employee profiles
  - Industry / SIC

## Employers

- Review the posting
- Interview 5+ candidates
- Follow a pre-determined format with each candidate
- Have each member follow an outline with overlap
- Review LinkedIn / Facebook personally and prepare a question or two
-

# Interviewing

## Candidates

- Don't "Sell" ... let them "Buy"
- Do listen
- Don't exaggerate
- Beg their indulgence
- 70+ / 5 / <25
- Identify what *'they'* want
- Present 'Relevant Experience'
- Each interviewer has different perspectives and expectations
- Ask each the same questions
- Parry the \$\$\$ questions
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## Employers

- Research their prior industries
- 'Hide & Seek' vs. 'Show them the target'
- Explain they will be evaluated on who what they presented
- Ask about core values, heroes, mentors
- Ask they 'paint a picture' of where they'll be in 5 years
- Don't judge until the interview is complete
- Record notes immediately
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# Follow Up

## Candidates

- Let each person know you are extremely interested
- Ask for contact information
- Send a **hand written** 'Thank you' to each interviewer
- Make a phone call to the hiring manager
- Prepare references
- Make a 2<sup>nd</sup> call in a week
- Continue fishing
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## Employers

- Explain the process and timetable
- Ask for a follow-up note
- Do speak with references...  
... personally
- Dine with the candidate
- Decide on the **candidate** not their previous salary or your budget
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# Common Objectives

- That the firm hires the *best overall* candidate for the position... not necessarily the most qualified.
- That the candidate hired is successful in contributing to the profitability and viability of the firm and self.

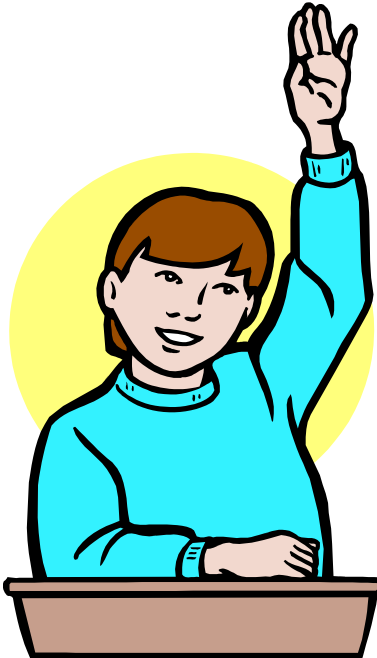
**If both objectives are not achieved...  
the candidate and the firm have failed...  
themselves and each other.**

**Success is not getting there...**

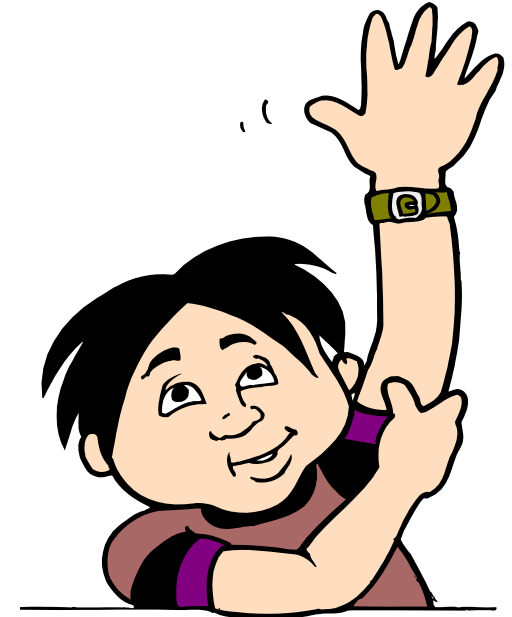
***...it's Earning The Right To BE There.***

[EricButterworth.com](http://EricButterworth.com)

# **Wounded Warriors Project**



**Questions  
Comments  
Insights**



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