



HIRING BLUEPRINT

When Hiring is too important to leave to chance.

Every business has top performers. Identify what characteristics are unique to this set of professionals and incorporate a program into your business that selects these successful traits during the hiring process. TD Madison & Associates has taken its knowledge from 20 years in the search industry and built the “*Hiring Blue Print*” to assist businesses that have similar or like hires in their industry sector.

As part of the “**Hiring Blue Print**” TD Madison & Associates will perform the following:

- An extensive interview with key executives and hiring officials
- An interview and assessment of the most successful employees and others to build a customized success profile that clearly defines those characteristics that lead to high performance for targeted positions.
- A Personality and Work Behavior trait assessment of select top and average performers to identify successful traits
- Review and refinement of position specifications based on research finding
- Incorporation of our findings into the “Art of Hiring” training program and instruct hiring managers on how to conduct behavioral/situation based interviews that will result in greater than 82% predictability in hiring top performers
- Assist/Advise hiring officials on the implementation and refinement of the Hiring Blue Print as their business develops

Using the “**Hiring Blue Print**” TD Madison and Associates creates a systematic metrics-based approach to your hiring process that aids the decision making and selection of new hires in key roles such as sales, customer service, engineering, etc.

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