



## Smart Hiring

by James Brown



“If you think hiring professionals is expensive, try hiring amateurs.” - Larry Bossidy

How much time do you spend managing poor employees? Even when supervisors and HR professionals do everything correctly, a few bad employees can take up a lot of their time. You could simply provide more resources (time, money, training, etc.) for supervisors and managers, but they still have work to do aside from managing problem employees. What if you were to head the problem off before it started? An effective hiring process could potentially save you from wasting resources.

If you spend time hiring an employee, make sure that it is time well spent. The following links provide some helpful guidance on the hiring process and are only part of the numerous resources (like Risk Management and your legal counsel) that you should consult before implementing changes.

<http://www.inc.com/guides/2010/04/conducting-job-interviews.html>

<http://www.eeoc.gov/laws/practices/index.cfm>