

The Hiring Machine is the online learning platform for implementing Performance-based Hiring



The Coach/Facilitator/Admin (CFA) Implementation Model

The benefits of Performance-based Hiring have been well established. However, it's important to have expert users in the company to ensure high adoption rates and successful implementation. This is the role of the Coach/Facilitator/Admin. In some cases, one person handles all of these roles but sometimes it's better to split them organizationally to achieve better results.

- An Admin is essential for signing up users, tracking performance and organizing weekly sessions.
- A Facilitator is very familiar with the course materials, can answer basic questions and lead course debriefing sessions.
- A Coach can implement the tools and techniques covered in the training including preparing performance-based job descriptions, leading panel interviews and debriefing sessions, and negotiating and closing offers.

Benefits:

- Low cost scalable process for sourcing, recruiting and interviewing the strongest talent
- Reduces hiring mistakes AND increases interviewing accuracy
- The performance qualified assessment approach opens the talent pool to more diverse and high potential talent
- Interviewer bias is exposed, controlled and eliminated
- Prospects are offered career-based planning tools

Learning and Implementation Process for the C/F/A

We suggest that companies interested in implementing Performance-based Hiring company-wide start by assigning key personnel to participate in the Coach/Facilitator/Admin learning program. This involves a series of weekly follow-up sessions as participants learn and apply the course materials. Contact us directly for more information on how to implement this program at your company.

Implementing Performance-based Hiring

Using *The Hiring Machine* (THM) Self-paced Learning Platform as Reinforcement and Support



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