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Win by Hiring,

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People. Great

companies don ' t

just depend on

strategies â € ” they

depend on people.

The more great

people on your

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team, the more
successful your
organization will be.
But that 's easier
said than done.

Keeping The
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But companies that
have followed
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Topgrading have boosted their successful hiring rate to 90 percent or better, giving them an unbeatable competitive advantage. Now Smart has fully revised his 1999 management classic to reintroduce the topgrading concept, which works for

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People: Author:

Bradford D. Smart:

Edition: illustrated,

revised: Publisher:

Penguin, 2005:

ISBN: 1591840813,

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Length: 562 pages:

Subjects

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Topgrading

Topgrading is the act of filling every position in the organization with an A player, at the appropriate compensation level. An A player is one who qualifies among the top 10 percent of those available for a position. Topgrading turns the traditional

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selection process

on its head and, thus, should not be confused with

upgrading.

Topgrading - HR

Topgrading is a corporate hiring and interviewing methodology that is intended to identify preferred candidates for a

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particular position.

In the methodology, prospective employees undergo

a 12-step process

that includes

extensive

interviews, the

creation of detailed

job scorecards,

research into job

history, coaching,

and more. After

being interviewed

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and reference-

checked, job

candidates are

grouped into one of

three categories: A

Players, B Players,

or C Players. A

Players have the

most poten

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Wikipedia

Companies who use

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from 26% to 85%
high performers
hired and promoted.
Better Performance
Hundreds of CEOs
and HR leaders say
their companies are
more successful
because of D
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Hire, Coach, and
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packaging is
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14 makes it clear.

Chapter Title:

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grading

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successfully: 1)

Read top grading
and work through
the DVD. 2) Senior

Managerd

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make good
decisions regarding
people represents
one of the last

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Topgrading

(revised PHP ...

"Topgrading" is defined as achieving teams of almost all A players: those in the top 10 percent of talent available for the pay. In

1999, Brad Smart published the first edition of

Topgrading to offer organizations the

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best techniques for hiring 90 percent A players, promoting 90 percent A players and having 90 percent A players in management. Now, Smart has updated his original book to include more success stories of companies that have been able to

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produce talented
teams using his ...

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Vedanta Ltd. and
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How employment
decisions result in a
mishire: The wrong
person winds up in
the wrong job. But
companies that
have followed
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advice in

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boosted their
successful hiring
rate to 90 percent
or better, giving

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them an unbeatable competitive advantage. Now Smart has fully revised his 1999 management classic to reintroduce the topgrading concept, which works for companies large and small in any industry. The author spells out his practical approach

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to finding and managing A-level talent—as well as coaching B players to turn them into A players. He provides intriguing case studies drawn from more than four thousand in-depth interviews. As Smart writes in his introduction, “ All organizations, all

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businesses live or die mostly on their talent, and any manager who fails to topgrade is nuts, or a C player. . . . Those who, way deep down, would sooner see an organization die than nudge an incompetent person out of a job should not read this book...

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Topgrading is for A players and all those aspiring to be A players.” On the web: <http://www.topgrading.com/>

"In this fully revised and updated edition of his best-selling management classic, Bradford D. Smart describes exactly how leading

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Companies have embraced topgrading, and how you can, too. The author spells out his practical approach to the Topgrading Interview, the proven best practice for assessing talent.

His intriguing case studies and shrewd advice are based on

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solid research -
more than 6,000 in-
depth interviews he
has conducted over
three
decades." --BOOK
JACKET.

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to recruit and retain
talented employees
draws on the

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philosophies of the
co-author's original
work, Topgrading,
to present quick-
read
recommendations
for sales managers,
in a guide that
covers such topics
as interviewing
productively,
bringing out the
best in moderate
sales reps, and

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Eliminating poor
performers. 25,000
Companies Win
first printing.
By Hiring
Coaching And
Keeping The
Best People

"Do you think your
life will get better
in the future? Geoff
Smart had some
doubts. He saw
what you see how

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broken government has become. He worried about his career, his family's future, and our everyday quality of life. Then one day, Geoff received an unexpected message that changed how he saw the problem. Geoff was asked to help. His journey

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took him behind the scenes to work with other private sector leaders who had made the leap into government. What he discovered will surprise you" --Dust jacket.

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hundreds of high-
level executives to
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present a simple,
Best People
easy-to-follow
Bradford D
program to
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guarantee hiring
success. 50,000
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Francie Ostrower focuses on the New York City area, with its high concentration of

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affluent donors, to explore both the motivations of individual donors and the significance of philanthropy for the culture and organization of elite groups. In so doing, she offers an account of why the wealthy give that also provides insight into the

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nature of elite
culture, status,
identity, and
cohesion.

Emphasizing the
diversity of
philanthropy, the
book also shows
how and why
different types of
donors support
different causes. It
further
demonstrates how,

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in the face of

considerable

change, elite

philanthropy has

adapted and

therefore endured.

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in which elite

donors view the

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shows that elite philanthropy involves far more than writing a check. The wealthy take philanthropy and adapt it into an entire way of life that serves as a vehicle for the social and cultural life of their class. This is reflected in the widespread

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popularity of educational and cultural causes among donors. At the same time, Ostrower finds divergent patterns of giving that reflect alternative sources of donor identity, such as religion, ethnicity, and gender, and explains why

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certain kinds of
donors are more or
less likely to
diverge from the
prestige hierarchy
of their class in
their philanthropy.

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