

What is Topgrading?

Topgrading simply means:

Filling every position in your organization with an 'A' player

This Requires that you:

- Target only the best people
- Follow this practice in filling every position

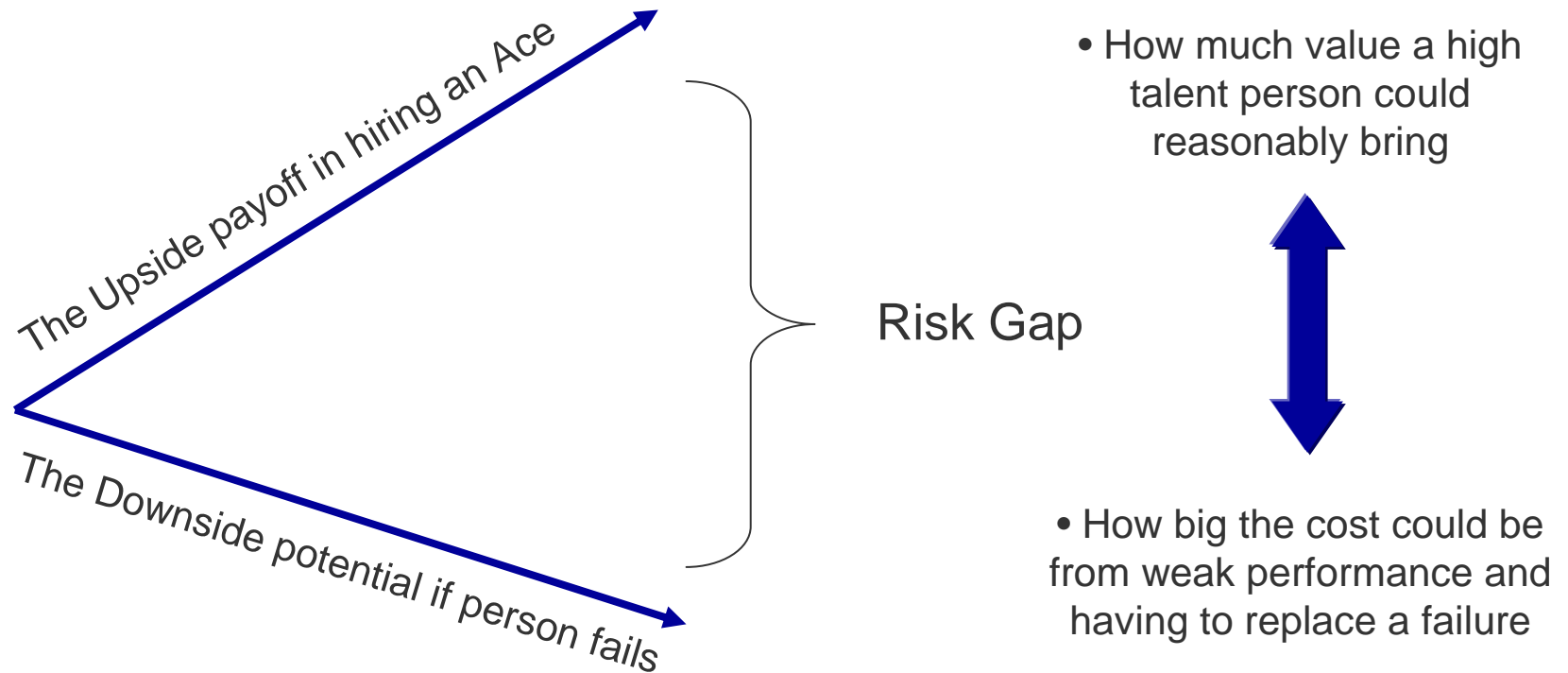
What is an 'A' Player?

'A' players represent the top 10 percent of the talent available at a given salary level

'A' players are the best-of-class performers in their particular compensation league

The rest are 'B's' or 'C's'. 'B' players are the next 25% in terms of talent. 'C' players are those below the top 35%

Calculating the cost of Mis-Hires



The Average Cost of Mis-hiring can be 15 times base salary!

Improving your Hiring and Promoting Success Rate

The Topgrading Process :

- Conduct a Talent Review
- Create Scorecards for each key role
- Build your virtual Bench of 'A' players and 'A' potentials to meet your future hiring needs
- Conduct the following:
 - » Screening Interviews
 - » Topgrading Interviews
 - » Reference Checks

If you are serious about improving your organization's short-term and long-term performance, consider these 4 questions:

- Are you attracting the top 10 % of talent available, and if not, why are you paying for 'A' Players and not getting them?
 - Is your hiring success rate at least 90 %, and if not, why are you not using the most advanced selection methods available to screen people?
- Do you have 'B' and 'C' Players causing problems when, for the same salaries, 'A' Players could be driving performance upward?
 - Would having a team of 'A' Players make your job easier and make managing more fun?

“Here is Edward Bear, coming downstairs now, bump, bump, bump, on the back of his head, behind Christopher Robin. It is, as far as he knows, the only way of coming downstairs, but sometimes he feels there really is another way, if only he could stop bumping for a moment to think of it.”

- A.A. Milne, Winnie the Pooh