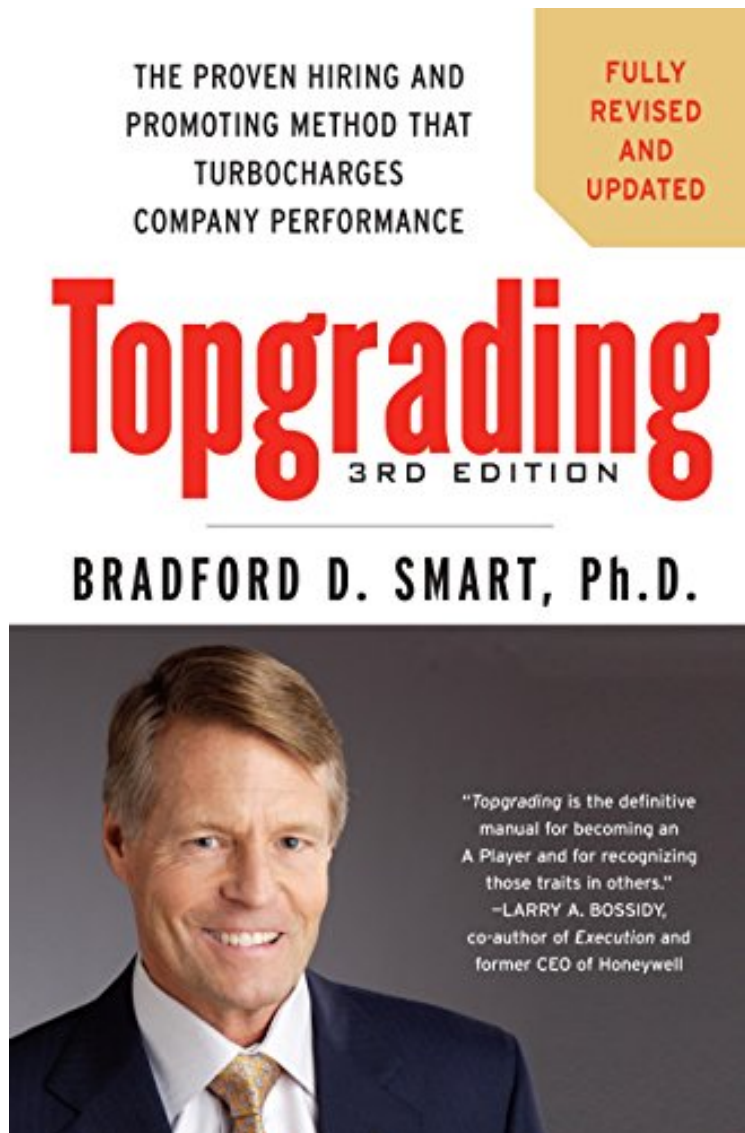


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# Topgrading, 3rd Edition: The Proven Hiring and Promoting Method That Turbocharges Company Performance

Bradford D. Smart Ph.D.

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**Bradford D. Smart Ph.D. : Topgrading, 3rd Edition: The Proven Hiring and Promoting Method That Turbocharges Company Performance** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Topgrading, 3rd Edition: The Proven Hiring and Promoting Method That Turbocharges Company Performance:

1 of 1 people found the following review helpful. Good but waffle and self promotionBy Aussie ManCore message

great. Some gems right at the end that aren't endlessly repeaters through the book. Lots of repetition. Probably enough content for a great book 2/3 the length. Instead it's a good book. A bit of a sales job on his own branding topgrading. But hey that's why he wrote it! Skim the first 1/2 with a highlighter and slow down. Especially in the last 20% Buy it. Use it. If you aren't doing this stuff or something similar already. .. Watch your business and career transform. 2 of 2 people found the following review helpful. I really don't like the Topgrading approach By Casual reader in DC The product and shipping were as expected. No issues there. I really don't like the Topgrading approach. It's very bureaucratic and is another laborious management process that consultants love to push, until the next one comes along. I can see where larger organizations would use it, but for small business it's just too much procedure. 0 of 0 people found the following review helpful. This book goes into great detail on an entire process for hiring By M. Harrison I recently read a half dozen books on hiring, and this is the only one that did more than just regurgitate common sense. This book goes into great detail on an entire process for hiring, and is the only book on hiring I've gained any real value from.

“BRAD HELPED US DEVELOP THE TOOLS TO PICK A-PLAYER LEADERS AT GE.” —JACK WELCH Great companies, large and small, rise or fall because of their talent; the more high performers on your team, the more successful your organization will be. Of course, that's easier said than done. Research shows that only about 25% of all new hires turn out to be high performers. But companies that have used Brad Smart's Topgrading system over the past two decades have boosted their hiring success rates dramatically—sometimes even to 90%. Three huge problems account for the typical poor results in hiring: dishonesty (via deceptive reacute;suneacute;s), incomplete information (via shallow interviews), and lack of verifiability (via biased references). Topgrading shows how to solve all three problems. Instead of hiring by your gut reactions to reacute;suneacute;s and interviews, you can start using a scientifically honed process that compels candidates to be totally honest. Smart, one of the world's foremost experts on hiring, has personally helped hundreds of companies double, triple, or even quadruple their hiring success rates. His clients have ranged from global giants such as General Electric and Honeywell to midsize and small businesses in every field imaginable, and to not-for-profits such as the American Heart Association. And hundreds of thousands of readers have applied the lessons and tools of the first two editions of Topgrading. The Topgrading system makes hiring easier, faster, and more successful than any other process. And it works at every level, from the front lines to senior management. For the first time in seven years, Smart has fully revised and updated Topgrading with many new tools, techniques, and case studies. This edition now features 40 companies of all sizes, across a wide range of industries and home countries. It's the most advanced and useful version of Topgrading ever. The third edition includes: Simplified Topgrading methods for entry-level jobs. The new Topgrading Snapshot, which screens out weak candidates in just 15 seconds. The latest version of the acclaimed Topgrading Interview script. Case studies from 35 companies not featured in any previous edition. Many additional innovations created by Topgraders. Topgrading isn't just about hiring and promoting—it's also about developing talent. It enables leaders to reward their A Players, coach their Bs to become As, and weed out the Cs who are beyond improvement. Many great leaders know that Topgrading works. Find out how it can help your company gain a big competitive advantage.

“Stated simply, the best talent wins and Topgrading helps identify and hire the best talent. This is true for internal promotions and external hires.” —KEN CAMP, CEO, Hillenbrand “The Topgrading interview process is one of the best tools in our arsenal for getting an in-depth understanding of high-potential managers. It probably improved our success promoting high-potential managers from maybe 50% to over 80%.” —BILL CONATY, former Senior Vice President of Human Resources, General Electric “The most valuable management skill a person can have is the ability to produce high-talent teams. Nothing else even comes close. That's why Brad Smart's Topgrading approach should be a top priority process in your organization.” —PRICE PRITCHETT, Ph.D., Chairman and CEO, PRITCHETT LP “Topgrading is the best practice I know of for hiring and promoting people who turn out to be A Players. In a not-for-profit, that can translate into raising more money to educate the public, and that can save lives. . . . Having the best talent at every salary level is crucial.” —CASS WHEELER, former CEO, American Heart Association “Turnover came down, and sales and profits skyrocketed. With 98% hiring success due to Topgrading, the business took off.” —JACK HARRINGTON, then CEO, Virtual Technology, now CEO, Thales Raytheon Systems “When I look back at the dramatic success of our company, I can clearly point to the implementation of Topgrading as the pivotal moment that made our success possible. I implore every business owner to make Topgrading mandatory. A Topgraded team is the ultimate secret weapon to crush the competition.” —RICHARD ROSSI, Co-Founder, EnvisionEM “We've Topgraded the entire company and our sales and profits have soared.” —ORRIN KLOPPER, CEO, Netsur “About the Author BRADFORD D. SMART, PH.D., is the president of Smart Associates, Inc., a group of professionals who assess candidates for executive positions and train managers to implement Topgrading. A well-known industrial psychologist and consultant, he has personally helped

hundreds of companies of all sizes dramatically improve their talent. His other books include Topgrading for Sales. Brad lives in a suburb of Chicago. Visit [www.Topgrading.com](http://www.Topgrading.com)