

January NM ISPI Meeting:

Hiring Right the First Time Michelle Detry



- Are your managers having trouble hiring right the first time?
- Do you and your managers seem to spend too much time coaching and managing less than ideal hires?
- Do your manager have a hard time accurately defining the perfect candidate, writing a useful and realistic job description, or interviewing effectively?

This interactive session will help you:

Understand the importance of creating a hiring process that will help you hire right the first time: Hiring right the first time starts with a meaningful job description and requires at least three times as much interview time with the top candidates than you or your managers are probably spending with them right now.

Assess job candidates objectively and effectively: Learn how to develop interview questions that will help you get past what the candidates say about themselves to identifying what they will actually do for your organization. Follow up and challenge predictable responses, and dig deep with topics such as work ethic, ability to get along with others, etc. During the interview learn to validate or disconfirm your “gut feeling.”

Learn the number 1 rule if you do hire the wrong person

Speaker:

Michelle Detry has over 15 years experience in organizational development and consulting. Michelle holds a Master’s of Business Administration with an emphasis in Human Resources and a Bachelor’s of Science in Business Administration with an emphasis in Marketing. She is also a Certified Mediator and Certified Program Planner. Her organizational development expertise includes organizational assessments, program design and development, training, facilitations and organizational consulting.

As the President of Keystone International, Inc., Michelle oversees the day-to-day operations and leads the organizational consulting group. Prior to joining Keystone in 2006, Michelle served for nine years as the Senior Program Manager for Management Development Center at the University of New Mexico. She is also a mentor in the NextStep Leader Mentoring program and was recognized by the *New Mexico Business Weekly PowerBook* as a “40 Under 40.”

Date: January 12, 2010

Time: 6:00pm – 8pm. Dinner and Networking is from 6:00 – 6:30pm

Location: 4400 Carlisle Boulevard NE, Albuquerque, NM

