

Talent Advantage Interviewing

Pretty good people doing a pretty good job will not give you a competitive edge!

The **Mainsail Associates, Inc.** Talent Advantage Interviewing focuses on raising standards, formulating strategy and reformatting skills. The program is appropriate for HR Professionals and managers at any level who participate in the staffing process.

This is not Interviewing Skills 101!

STANDARDS are reflected by attention to the Job Screen, which identifies those candidates with the functional skills and abilities to meet current task requirements, and the Quality Screen, which identifies candidates with those more elusive characteristics that set the top performers apart from the merely good.

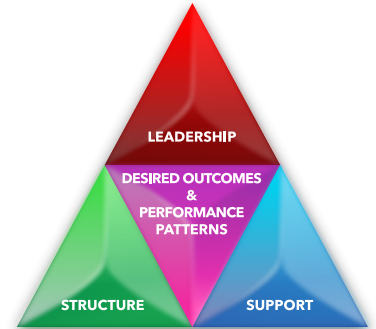
STRATEGY includes identifying both the real job to be filled and the actual performance specs, planning the scope and objective of each interview, plus assuring that all relevant information gets factored into the decision making process.

SKILLS are developed through observation and structured practice with a proven, patterned interview guide.

To aim high, excel and sustain your talent pool, you must understand how to distinguish potentially excellent performers from those who will be merely good, and then use that capability to leverage smart staffing decisions.

For over 20 years Mainsail Associates has worked with select client companies to do exactly that. These businesses were driven by a vision of excellence both in management and in the pool of employees from which future leaders will emerge.

- They recognize that each professional or managerial hire represents a potential \$1 million investment (average salary plus benefits over the average tenure with the company)
- They recognize that the costs of removing an inadequate performer are just the tip of the iceberg.
 - The legacy of poor decisions or indecision can represent a much greater liability.
 - The cumulative impact of underperformance over time cannot be recaptured.
 - It is often agonizingly difficult and time consuming to deal with marginal performers.



Mainsail Associates can help you build bench strength, validate “high potential” ratings, and promote those most able to lead.

The centerpiece of Mainsail’s contribution to improved staffing decisions our signature Talent Advantage Interviewing strategy. Unique features of this program include:

- A firm grounding in the performance attributes that distinguish outstanding employees from those who are merely good—and how to gather the information to make this determination.
- The balanced use of two major and independent evaluation dimensions, the Job Screen and the Quality Screen.
 - The Job Screen evaluates an individual’s skills, knowledge and experience against the requirements of a specific assignment.
 - The Quality Screen evaluates an individual’s ability to use their skills and knowledge to best advantage, to make contributions beyond the immediate job requirements and to grow and adapt along with your business.
- Skills enhancement for gathering in-depth information and identifying patterns predictive of subsequent performance and success.
- Practical experience with a consensus evaluation process to get the most use from the available information.
- A systems perspective of the staffing process, from a strategic look at the candidate pool to an assessment of “best fit” between candidate and job.
- Appreciation of the Staffing Paradox: the person best able to do the job may not be the best person to appoint to the job.

Talent Advantage Interviewing is available in either a 2 or a 2 1/2 day format. It is appropriate and valuable for HR professionals and operating managers at all levels (the best sessions mix operating managers and HR professionals). The knowledge and skills are valuable for:

- Entry level hiring of technical/professional employees
- Evaluating internal candidates for promotion
- External hiring of managers and experienced professionals
- Validating Hi Pots and identifying development needs
- Evaluating internal talent pools when down-sizing, restructuring or making other strategic staffing decisions

“The Mainsail [Assessment Interview] program creates a consistent standard of excellence for hiring, promotions and succession planning. It can have an extraordinary influence in upgrading an organization’s talent pool.”

- Chris Baak, Senior HR Executive

Contact Us

What’s on your mind?

Please feel free to email or call us with questions or comments!

Jennie Hollmann, President

jennie@mainsailassociates.com | 908.371.1717 (o) | 908.599.6624 (c)

Tom Hollmann, Executive Consultant
tom@mainsailassociates.com | 609.439.3277