



## Core Value Hiring: HELPING COMPANIES ALIGN THEIR PEOPLE WITH THE COMPANY'S CORE VALUES

People are your most important asset. Your company's success hinges on having the right people in the right positions, at the right time and for the right reasons. Consult P<sup>3</sup>'s Core Value Hiring program helps companies of all sizes align their people with their culture and corporate strategy so that their business runs as productively as possible.

Whether your company is a startup looking to develop the proper organization from the onset, or an established company looking to improve performance and stay ahead of the competition, we can help you meet your needs.

**Why do we call it Core Value Hiring?** An important part of someone's "fit" is if he/she shares your company's values and culture. Every company must have core values that all employees can effectively articulate and execute.

The main components of the Core Value Hiring Program are:

- ▶ Defining Your Core Values
- ▶ Hiring the Right People
- ▶ On-Boarding for Success
- ▶ Performance Development

**Defining your Core Values** – Defining your company's core values begins with defining a tag line to complement your mission statement – to articulate the reason for your company's existence. We help you examine this issue from a clients' perspective so that you'll have a compelling story to tell – one that will drive the best candidates to you and your business.

Your company's core values will help you set standards of conduct that define personal and professional boundaries, and more clearly communicate



expectations of behavior. What's acceptable to some companies may not be acceptable to others.

Armed with your stated core values, you're well on your way to creating a framework that will help you identify the right hires as well as retain those employees who reflect your standards and actively work to support your company's mission.

**Hiring the Right People** – Each new hire or current employee has the power to enhance your company's culture. Begin the hiring process with an organizational chart that's in sync with your strategic goals. This includes detailed job descriptions for each position that will help you establish your expectations for success.

During this portion of the program you'll learn to interview new hires using a proprietary scoring system that guides you from resume reviews, to in-person interviews and through the final hiring process.

**On-Boarding for Success** – It's not enough to hire the right people – you must be able to sustain and maintain productive employees over the long term. Matching people into positions where they feel they can contribute and perform their jobs with pride is important to their sense of belonging, and ultimately to their loyalty and productivity.

You'll learn to create a process for determining each employee's top responsibilities and determining what gets in the way of accomplishing the desired goals. The next step is developing an effective



quarterly reviews to ensure that everyone's performance is aligned with your strategic business plan.

**Performance Development** – Your company is most productive when employees operate at their highest and best use. Through your quarterly reviews, you'll be able to determine where performance is outstanding, where it is lacking and which course of action, or combinations of action, you should take – training, retraining, better process, better planning, better equipment/software, and/or leadership development.

We begin performance development with leadership training, showing your executives and key managers how to become more confident role models. Leaders learn to address conflicts and competency issues as well as solve problems areas, such as generational, gender and cultural differences.

Employees who share your core values and are demonstrating excellence may deserve leadership training, so they, too, can grow with the company. Between leadership training and coaching/mentoring techniques, you and your staff will be able to create more synergies within your employee base.

This section of the program also covers succession planning, which serves the dual purpose of showing employees a career path as well as positioning your company for long-term success.

**Why now?** The issues we cover in the Core Value Hiring Program are vital to the long-term success of any sized company. Higher employee morale leads to reduced turnover and greater profitability.

Giving your employees a common purpose – one with integrity and high standards – builds a positive culture and productive environment. Call or email us today for a complementary phone consultation. We're looking forward to customizing our Core Value Hiring Program to your company's needs.

## Consult P<sup>3</sup>: Who We Are

Consult P<sup>3</sup> helps companies of all sizes align their capabilities with their goals and expectations. We leverage the more than 60 years of experience of our principals to deliver customized, actionable and proven solutions.

Learning to make the best use of your people, planning and processes will allow you to transform potential into profits. We focus on both assessment and implementation — ensuring the continuity that will lead to your success.

Co-Founder **Andy Klausner** has worked in the financial services industry for more than 27 years. In that time, he has been affiliated with leading banks, brokerages and financial advisory firms across the U.S. Andy has helped clients navigate challenging market landscapes and evolving regulatory environments, by bringing efficiency and innovation to their business offerings and practices.

Co-Founder **Petey Parker** provides strategic insight into challenges facing companies today and helps them discover solutions to achieve clarity for tomorrow. In more than 25 years as a speaker and trainer, Petey has worked with companies to create and facilitate strategic plans and develop business strategies to improve efficiency. Petey has worked with associations, financial institutions, governments and non-profits.

**Please contact us to discuss how we can partner for your success.**

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