

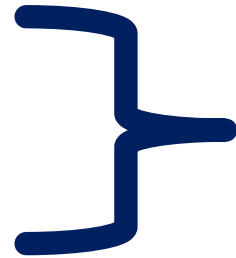
# Getting & Keeping The Good Ones!



July 2023

# Strategies for Getting the Good Ones

- ▶ Technical Skills
- ▶ Behavior Traits



Cultural  
Fit

Hire  
Slow



# Technical Skills

- ▶ Interview Questions
- ▶ Skills Assessment
- ▶ Checking References

# Behavior Traits

## ▶ Interview Questions/Reference Information

- ❖ Gets Results
- ❖ Influences Others
- ❖ Displays Leadership
- ❖ Seeks Continuous Learning
- ❖ Demonstrates Competency



**HIGH  
PERFORMER**

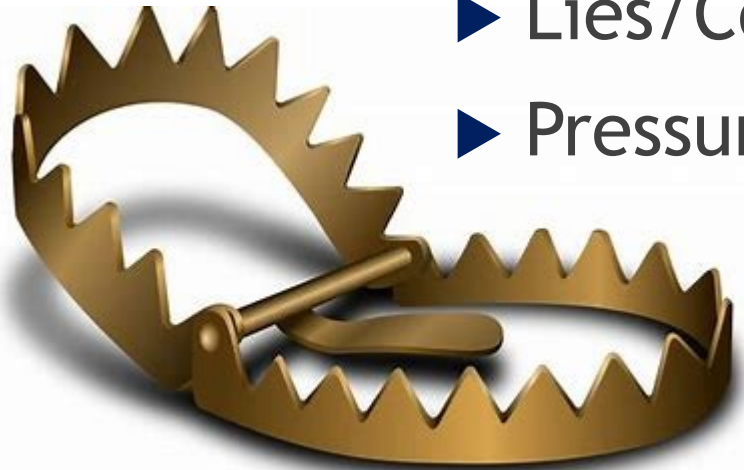
# Cultural Fit

- ▶ First Impression
- ▶ Evaluation Time



# Watch for Traps!

- ▶ The Interview Hadn't Begun
- ▶ The interview Was Over
- ▶ Promises
- ▶ Veteran's Preference
- ▶ Lies/Cons
- ▶ Pressure to Fill Position





# *Strategies for Keeping the Good Ones*

New Hire

Measurement

Engagement



# Measurement

- ▶ Improve Communication
- ▶ Reinforce Effective Behavior
- ▶ Correct Ineffective Behavior

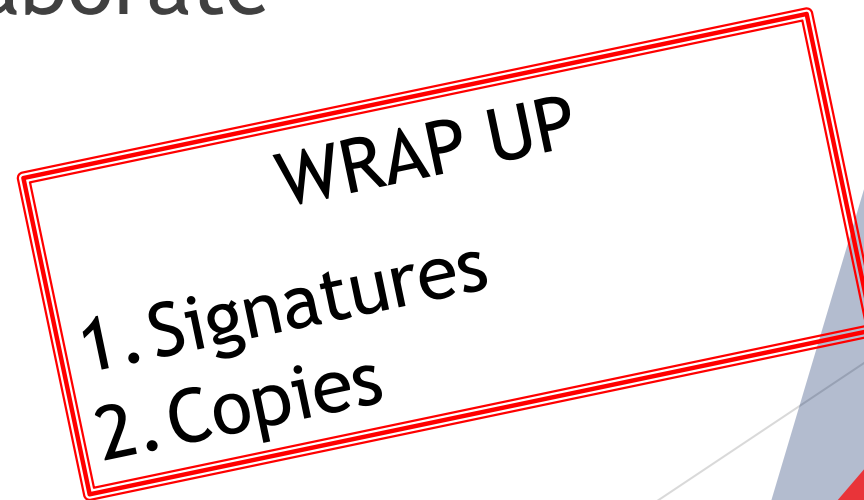
# Employees Need to Know

- ▶ What is expected
- ▶ How to improve



# The Review Discussion Meeting

- ▶ Ask Open Ended Questions
- ▶ Allow the Employee to Elaborate
- ▶ DON'T ARGUE
- ▶ Constructive Criticism



# Keys To Engagement

1. Trust
2. Truth
3. Communication
4. Mission
5. Inspiration
6. Value
7. Advancement
8. Visibility

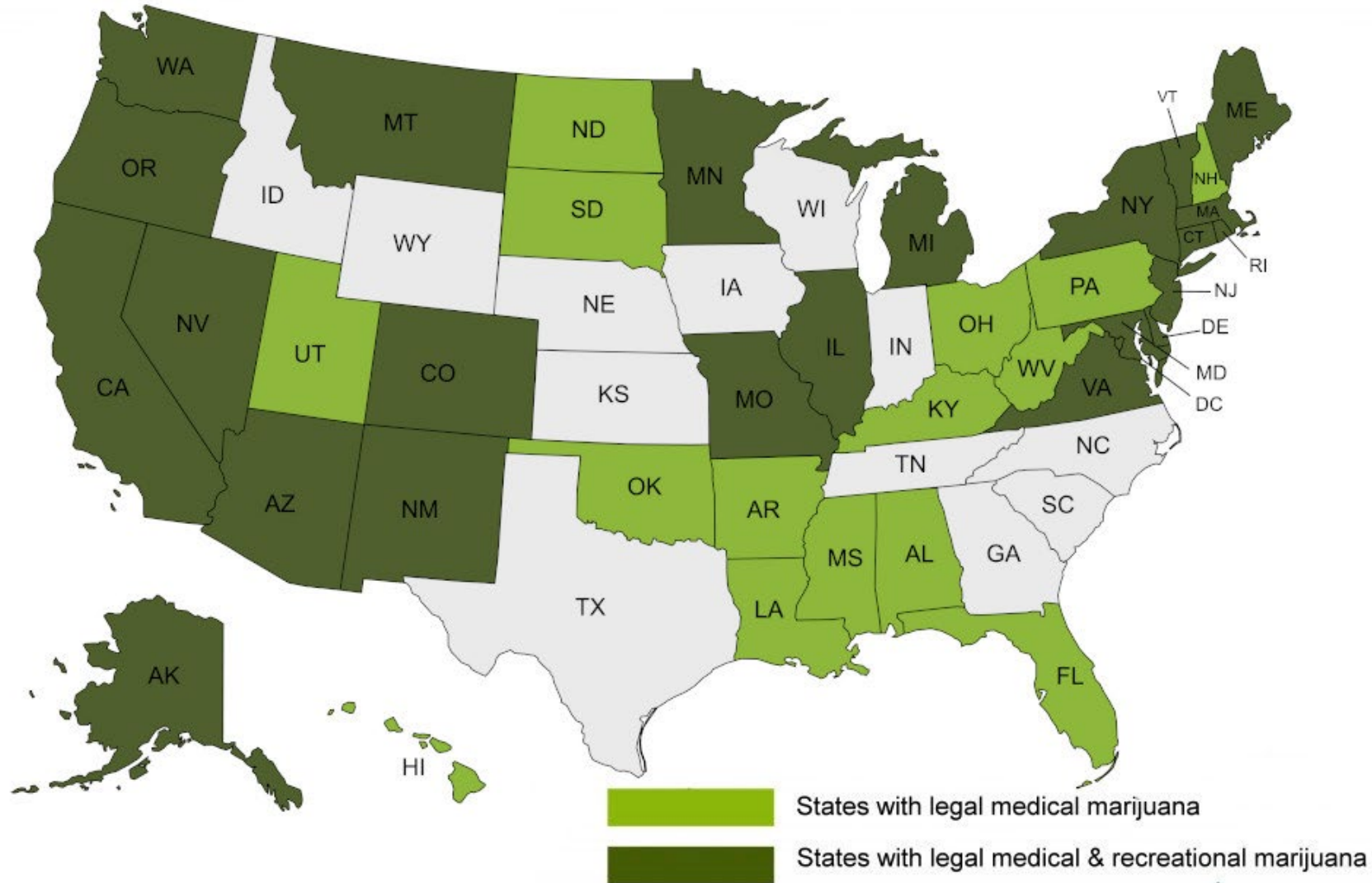


# Medical Marijuana...It's Complicated

## **Federal Schedule I Drugs:**

- 1. PCP**
- 2. Cocaine**
- 3. LSD**
- 4. Heroin**
- 5. Marijuana...**

# Legal Medical & Recreational Marijuana States



Coming soon to a  
pole Near you....



# Thanks!

Need More Info?

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