

Some Hard Line Questions

Do we have the talent to meet our goals?	Will we have the talent to meet our goals?	How good are we at recruiting people?	Where in management are we strong and weak?
Which of our people are A players?	What are we doing to ensure they remain A players?	Which of our people are B and C players?	What are we going to do to elevate them to A's?
What have we done to weed out our C Players?	What kind of criteria have we established for each position?	For which job do we need an A player and which jobs don't?	Which of our people are hiring A players and which are not?
What recruitment practices and policies do we have?	Who should be responsible for our hiring?	What has been our hiring batting average?	Do we maintain a network of A Players?

Extraordinary Companies

Extraordinary Companies create an environment that attract the best talent, provide the tools and resources for the best talent to remain the best, and help and encourage all others to grow, develop and elevate themselves to the next level.

Extraordinary Companies continuously upgrade their talent pool. Doing so requires improving and replacing the lowest performers, bringing in and growing more top performers and raising everybody's game.

The main job of the company's management team is to become gardeners -- provide water and nourishment to develop and cultivate talent within the company while doing some weeding as well.

Remember: Every company is successful until it is not. And what a surprise it is when that happens.

Are You an Extraordinary Company?