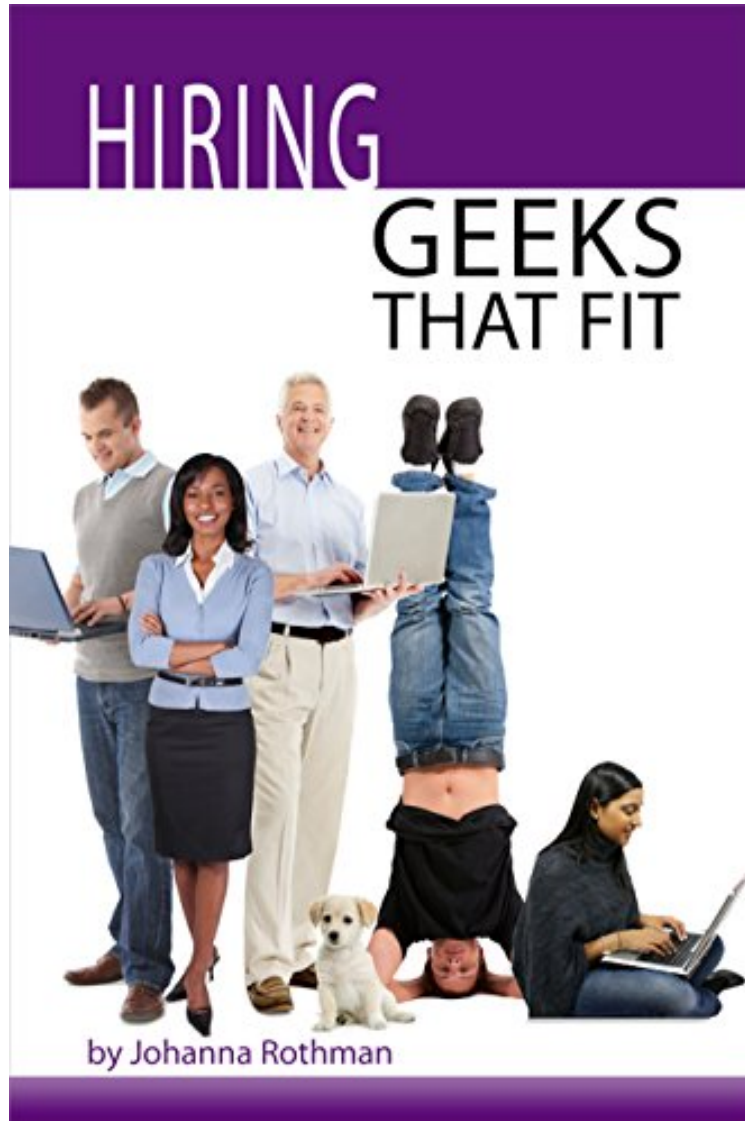


## Hiring Geeks That Fit

Johanna Rothman

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**Johanna Rothman : Hiring Geeks That Fit** before purchasing it in order to gage whether or not it would be worth my time, and all praised Hiring Geeks That Fit:

1 of 1 people found the following review helpful. An excellent book on the hiring process from you have an open position to the new employee startsBy Bernice Niel RuhlandMany books on the interviewing process focus mostly on the type of questions to ask. Johanna does a wonderful job in laying out a recruitment strategy from the initial planning of the skills and responsibilities required of the new employee through ensuring you have an onboarding and training plan when they start.Johanna provides a lot of templates and valuable examples to get you started. You can easily adapt them to the position you are recruiting. Even though I have a lot of experience in the areas covered in her book,

whenever I am recruiting I pull out my Kindle and skim through this book. I always pick up a few ideas and it helps challenge my thinking. In particular I like the idea of providing a recruitment focus to each person on the interview team. Too many times when we recruit we send in several people to interview and they all ask similar questions. With a bit of planning we can do a better job in the questions we ask to evaluate the candidate's fit and to provide her with more information on the job. Recruitment is a two-way road. Not only are we interviewing the candidate but she is also interviewing us to determine if our company and job is a good fit. Regardless if you have a lot of experience in hiring employees or you are a new manager and this is your first hire - you need to get a copy of this book! For those who are new to recruitment, I recommend you read it from cover to cover and go through the exercises. They are important in helping you understand what skills you really need and to bridge that information to your interview team. If you are not the hiring manager but are part of an interview team, I do believe you will find value from this book in framing questions and evaluating the candidates. For those of us who have done a lot of hiring this a great reference book. 0 of 0 people found the following review helpful. If you're at all involved in hiring technical people then get this book. By Nick Korbell've searched for, interviewed, and hired a lot technical people over the years. Most technical interviews follow a typical recipe: quiz the candidate on a laundry list of technologies, conduct some sort of coding test, and ask a few softball questions on why they are looking for a new job. This book makes it clear that there is much more to finding the right person than just how skilled they are. There is also a ton of information around constructing a job description and advertising it. Hiring the right people is a critical part of building a successful team and organization. If you're at all involved in hiring technical people then get this book. 0 of 0 people found the following review helpful. Useful and thought provoking By Beaumont Jedi Useful book that makes you think about all aspects of hiring technical team members. I like that it promotes diversity and fit both as important, and helps you create flexible interview programs.

"Do you want to hire great people? Not sure how? Read this book. Knowledge workers -- your geeks -- are different from skill-based staff. So, you should hire them differently. You need to analyze your situation, determine the problems you have, understand your culture, and then you can hire the right kinds of people. Cultural fit is critical, because we rarely fire people based on technical skill. But we frequently fire them because of that elusive fit. And, that's an expensive proposition. Hiring great geeks forces you to recognize and match culture, non-technical qualities, preferences and skills, and finally, technical skills. These people will adapt their knowledge to your specific situation, the context. They are the sum of both what they know and how they apply that knowledge to the product. As a result, one developer, tester, or technical manager is not interchangeable with another. This makes hiring technical people one of the most critical and difficult processes a technical manager or team can undertake. Hiring Geeks That Fit takes the guesswork out of hiring and reduces the risk of costly hiring mistakes. You'll learn how to: Develop a hiring strategy so you know how to solve your problem Analyze the job, so the job description and ad falls out of the analysis I Source candidates, using a variety of approaches including LinkedIn and Twitter Develop effective ads for different mediums Review resumes quickly to determine Yes, No, or Maybe candidates Develop behavior-description questions and auditions Create phone screens that help you know who to bring in for an in-person interview Make the most of an in-person interview Check references Extend an offer that will attract a win-win acceptance or tender a gentle-but-decisive rejection Create a great first day experience for new hires Learn how to create a buddy system to decrease the cost of a new hire What to do if you can't find someone You, your team, and your organization will live with the long-term consequences of your hiring decision. Investing the time for you and your team in how to hire and interview will pay off fast. This book was written and produced entirely by the author. We are proud to be distributing it."

"They don't get more practical than this." -- Jurgen Appelo, author of Management 3.0 "...A great how-to model for getting the right people for the job." -- Bob Schatz, Owner, Agile Infusion, LLC "An invaluable resource for large and small businesses alike!" -- Midwest Book About the Author Johanna Rothman consults, speaks, and writes on managing high-technology product development. Through Rothman Consulting Group, Inc., she guides managers, teams, and organizations to become more effective by applying her pragmatic approaches to issues of hiring, project management, risk management, and people management. Johanna was the Agile 2009 Conference chair and is the current agileconnection.com technical editor. She has written over 200 articles, which have been published in such places as IEEE Software, IEEE Computer, Computerworld, and Cutter IT Journal. She writes a monthly management column for Stickyminds.com, a bimonthly project management column for projectmanagement.com, and is a blogger for Dice.com. Johanna publishes The Pragmatic Manager, a monthly email newsletter, and maintains two blogs, Managing Product Development and Hiring Technical People, both on jrothman.com. She also writes a personal blog, createadaptablelife.com, about how she has dealt with hearing loss and vertigo. For more of Johanna's writing and her blogs, go to jrothman.com. People often describe Johanna as the "Pragmatic Manager" because she helps organizational leaders identify problems and risks in their product development and to and then seize opportunities and remove impediments. She is an internationally acclaimed speaker and consultant. Johanna's

philosophy? "I'm big on action plans, short on theory, grounded in reality. If you can't apply the theory, why bother?" Her newest book, *Agile and Lean Program Management: Collaborating Across the Organization*, will be available as a beta book later in 2013.