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75 Ways for Managers to Hire, Develop, and Keep Great Employees

Paul FALCONE

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Paul FALCONE : 75 Ways for Managers to Hire, Develop, and Keep Great Employees before purchasing it in order to gauge whether or not it would be worth my time, and all praised 75 Ways for Managers to Hire, Develop, and Keep Great Employees:

0 of 0 people found the following review helpful. The best practice in human resources By Ellen Lee I've been practicing HR (in-house) for over 10 years and this is one of the most practical and useful tools for me to utilize on a daily basis for hiring, employee engagement, and talent retention. If you go to a bookstore today, there are so many "how-to" books written by consultants, researchers, and Ph.D. professors. I wish I can read them all, but which one should we choose if we don't have much time to read? In my opinion, it is a lot more applicable when it's delivered by

a hands-on experienced practitioner. Paul demonstrated useful tools with very specific examples and sample formats that you can use it right away at your current organization either for yourself or for your managers/leaders. Although there is no absolute formula in the study or practice of Human Resources, Paul suggests the best practice in this expertise. I keep this book on my desk so that I can reach whenever I need to. Highly recommended. 1 of 1 people found the following review helpful. Everything you wanted to know about HR and didn't know to ask By JK Incaid The subtitle of this book could easily have been "Everything you wanted to know about HR and didn't know to ask". Mr. Falcone has written the ultimate desk reference for every manager - from front line supervisor to C-suite executive. From "Avoiding Litigation Land Mines" to "Inspiring Employee Engagement", this down-to-Earth read covers not only the "what" of many situations but as well, the "why" a situation should be handled the way the author suggests. It is clear that Mr Falcone's many years of top-level HR practice has honed him to be a practical, fair, business-oriented and dare I say a likable leader and it comes across in this book. This book is as equally useful to the HR practitioner as it is to any manager. I can't recommend it more highly. 0 of 0 people found the following review helpful. Our managers thought this book was insightful and an easy read with practical ways to improve your managerial skills By Grace D. This book was purchased as a supplement to our manager training sessions. It is a guide that helped all our managers be on the "same page" when it comes to hiring and developing employees. Everyone has a different style and if we are able to provide a solid base for everyone to start from, it will be consistent at all levels and as it spreads through the organization the core message will be the same. Our managers thought this book was insightful and an easy read with practical ways to improve your managerial skills.

People power your business—and success can hinge on your hiring, inspiring, and keeping the right ones. As a manager, are you cultivating this vital resource? Is there more you could be doing? Are you just winging it? Every HR executive has a laundry list of things they wish managers knew: best practices that would enable the entire organization to operate more effectively...transforming those managers into exceptional—and highly promotable—leaders. Now in this accessible and practical playbook, HR expert and author Paul Falcone shows readers how to: Identify the best and the brightest talent Hire for organizational compatibility Communicate constructively Address uncomfortable workplace situations Create an environment that motivates Retain restless top performers Reengage your team after a layoff or during times of adversity Skillfully conduct performance reviews Take corrective action Sidestep litigation landmines Delegate in a way that develops your staff And much, much more From recruiting to retaining, *75 Ways for Managers to Hire, Develop, and Keep Great Employees* has all the advice you need to overcome your toughest people challenges.

"This valuable new book shows you how to select the right people and manage and motivate them to success; this is a book all of us need." --The Representor "...valuable resource on building a high performance team for MBA students, frontline and senior managers, business owners, and HR professionals...comprehensive and full of insight." --PM World Journal "addresses applicable offensive and defensive strategies for managers; Leaders must know how to address issues head-on and build ways to avoid landmines that can negatively impact workplace culture." --SHRM "makes a strong case that every manager, not just the HR manager play an important role in the hiring and onboarding process." --Leadership Strategy "Falcone's [book] contains scripts for most HR issues an executive is likely to face, and the advice is solid; Highly recommended." --Choice "75 Ways for Managers to Hire, Develop, and Keep Great Employees is an operational field manual for a new leader; speaks to the importance of engagement and employee satisfaction that lies within." --PeopleG2 "Paul Falcone's books are real and applicable to the everyday life of Human Resources. They are for the front-line managers on how to lead effectively." --PeopleG2 From the Back Cover Insider strategies from a top-ranked HR executive. Ready to move your organization forward? You'll need skilled, motivated, and loyal people to get results. That means eliminating haphazard tactics and policies that quietly demoralize—and building a best-in-class field manual for developing great people. Paul Falcone, a nationally acclaimed human resources leader, delivers key strategies that managers and executives need to know. Filled with scripts and real-life scenarios, this book demonstrates how to implement a people-focused program that helps you: • Identify the best and the brightest talent • Gather crucial information during the interviewing and selection process • Hire for organizational compatibility • Communicate openly and honestly to build trust • Address uncomfortable situations and bad attitudes • Create a positive environment that engages employees • Retain restless top performers • Reengage your team after a layoff or during times of adversity • Conduct performance reviews skillfully • Take corrective action when needed, while avoiding "punishment" • Steer clear of litigation landmines • Give people opportunities to grow and be recognized • Practice the kind of enlightened leadership that rallies a team to greatness—and much more. Paul Falcone has worked as an HR executive at Paramount Pictures, Nickelodeon, and Time Warner. Author of the best-selling *2600 Phrases for Effective Performance* and others, four of his books made SHRM's prestigious "Great 8" annual bestsellers list. A top-rated presenter and speaker, he lives

in San Diego. About the Author Paul Falcone is a leadership human resources consultant in Southern California and has held senior-level HR executive positions with Nickelodeon, Paramount Pictures, and Time Warner. He is the author of several best-selling books, including *2600 Phrases for Effective Performance*, *2600 Phrases for Setting Effective Performance Goals*, *101 Sample Write-Ups for Documenting Employee Performance Problems*, *101 Tough Conversations to Have with Employees*, and *96 Great Interview Questions to Ask Before You Hire*, and. Paul's consulting practice focuses on effective hiring, performance management, leadership development, and strengthening the muscle of a company's frontline leadership team. He is a long-term contributor to HR Magazine. Visit his website: www.PaulFalconeHR.com