

March Madness!

What a great time of year... The snow is almost gone and temperatures are in the 50's! It's also time for the annual NCAA Basketball Tournament and the UNI Panthers are making a great run thus far! As a UNI grad and Panther fan, I've been "on the bandwagon" watching and reading about it all and found a quote from UNI coach Ben Jacobson that is great for hiring managers to think about when adding new people to your own team.

After the Panther's win over UNLV last Friday Coach Jacobsen was asked about his overall approach to recruiting and why his program has been successful in keeping players around for their entire career. His response;

“You know, we're working hard to find guys that really fit and that really want to be at the University of Northern Iowa. We've got a plan as to how we're going to play offensively and defensively and they have to fit that, but more important, you know, guys that are unselfish and guys that really care about winning. And that extends beyond the basketball floor, into the classroom, and how they represent our university, and that's really what we're looking for.”

There are lots of similar “traits” between successful sports teams and successful teams in business and this approach to successful recruiting will work in business too;

- Work hard to find people that really fit
- Develop a plan and hire people that fit your plan
- Hire people that are unselfish and care about success
- Hire people that represent your company well out of the office too

When it comes to winning, we've always bet on the companies with the best people. Hiring right and keeping your best employees doesn't happen without effort and commitment. Please contact us anytime to discuss employment strategies and processes that can put your company in the winner's bracket.