

Herrenkohl on Hiring: Fundamentals of Conducting a Superior Job Interview

A small team of A+ players can run circles around a giant team of B and C players.” -- Steve Jobs

Often, top performers get promoted into management without meaningful training in how to conduct a superior job interview. While their instincts are good, these leaders can add significantly more value to the company by learning how to weed out poor performers before they get hired and successfully recruit and hire top performers.

Eric Herrenkohl is a business owner and retained search consultant as well as the author of the Amazon bestseller *How to Hire A-Players*, described as “the definitive book on talent acquisition.” In this program, Eric teaches hiring managers how to make an educated hiring decision by conducting a great job interview.

The program delivers the following outcomes:

- As a hiring manager, how to conduct a world-class job interview from beginning to end.
- How to develop an interview scorecard to guide and focus your interviewing process.
- Understanding what questions must be asked in an interview to reveal impostors and identify top performers.
- How to maintain control of an interview and get answers to all the questions you need in order to make an educated hiring decision.
- How to orchestrate multiple interviewers and gain maximum insight into candidates without asking the same questions repeatedly.
- How to ensure that hiring managers uncover both a candidate's strengths AND weaknesses in a job interview.

“How To Hire A-Players tells you how to find the A-players you need to grow your business. Read it, or forever settle for less than you deserve.”

Michael E. Gerber, Author of The E-Myth books and The Most Successful Small Business in the World

“Eric Herrenkohl clearly belongs in the top tier of those who have been invited to address the CEO members of my Vistage Groups. His book *How to Hire A-Players* should be required reading for all management teams (one of my CEOs stated the first 20 pages alone were worth the cost of the book).”

Allen Hauge, Group Chairman, Vistage International

“Eric, terrific job in Orlando. I like your style & delivery. You were ‘spot on’ with your presentation, I think everyone learned something! You energized us to develop a proactive plan for creating and sustaining a team of A- players.”

*Peter Rittenhouse, Director, Supply Chain East
Nestlé Waters North America*

I thought your program for our bankers was excellent. You gave us practical ideas that our bankers could begin using right away. And you delivered it in a way that was both motivational and refreshing. Thanks, and we look forward to working with you in the future.”

*Bret Kimes, General Partner – Investment Banking
Edward Jones*

“Eric is high-energy, his content is great, and our members actively participated in discussing ideas and sharing their own experiences. We all had genuine ‘a-ha’ moments that I am applying to further strengthen my own team. I strongly recommend Eric and his programs to you.”

*Anna Hummel
Program Chair and Past President,
CSCMP Delaware Valley Roundtable*



Eric Herrenkohl is President of Herrenkohl Consulting, a retained executive search firm that specializes in identifying and attracting senior A-player leaders in operations, supply chain, and finance. Eric founded Herrenkohl Consulting in 2002 and built the team that today serves both Fortune 500 and mid-market companies. He is the author of the Amazon best-selling book *How to Hire A-Players*, published by John Wiley & Sons and described as “the definitive book on talent acquisition.” The *Toronto Globe and Mail* named *How to Hire A-Players* as one of its top 10 business books of the year. He also serves as a keynote speaker for corporations, trade associations, and CEO groups.

Eric is a long-time, highly-rated speaker for the Vistage CEO network. Eric and his work have been featured by *Business Week*, *Fox News*, and *NBC News*. His columns and articles have appeared in the *Philadelphia Business Journal*, *Philadelphia Inquirer*, *Inc.com*, *Careerbuilder.com*, *MSNBC.com*, *Monster.com*, and the *LinkedIn Talent Blog*. Eric and his wife and four children live in the Philadelphia area.

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