



TYGES®

Industrial Business Unit
Executive and Professional Search Firm

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LATEST NEWS FROM TYGES INTERNATIONAL - INDUSTRIAL
BUSINESS UNIT

What If I Could Make It So the Garden Weeds Itself? Part II

By: Steve Sanders - VP/GM of Industrial Practice

If you read the last newsletter article I wrote back in October, you will recall that I discussed a book I recently read that outlined a situation where the band Van Halen had created a process by which they could easily identify non-conformance on the part of their venue. If you haven't read that article or need a refresher, you can find it [here](#).

The question for us: what are the applications to recruitment, hiring, etc? To put it another way, how can we apply these ideas to the hiring process so that the potential non-confirming individuals and employers will self select themselves out of the process?

I can give you a few examples of how we do this at TYGES. Our process for working with clients or individuals is based around the idea of investment. Our organization expects to spend a significant amount of resources on each search we take on. As a result we expect the client to invest time and effort in educating us on the search and their business. If the potential client is slow to respond, hesitant to give us access to key decision makers, etc. then we are not likely to pursue further search work with them. We've found that these behaviors are a good indicator of how the client will treat us when we bring them candidates and we are only interested in working with clients that are prepared to be fully invested in the process.

On the candidate side, we also expect investment. In this case, the individual must demonstrate investment through their actions. For instance, prior to introducing the individual to our client we ask that they provide us with a clean, well formatted resume. We ask that they spend 20-30 minutes with us sharing information about their background, experience, and preferences. Often this call is scheduled beforehand. In addition we ask for a list of references. If the individual is timely in meeting these requirements and the information provided is clean and well

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formatted, then we know that we are working with someone who is invested in the process up front. If not, we have a red flag as to the level of cooperation that we are going to see going forward.

In addition to the above, we do both pre and post interview briefing with our candidates. These are usually scheduled calls as well and can last as long as 20 minutes. If the candidate is not timely or not cooperative as we work through the early interviews then we take this as an indication of their investment in the process and will give them the option to remove themselves from the process. We have a saying, "Kill the deal, early and often." Ideally speaking, we want to weed out those who are not going to accept the job if offered well before it comes to that stage of the hiring process.

Just like the band and their brown M&M's, we've developed a process by which we can gauge the likelihood that our potential client or candidate will work with us as a partner vs. just using us as a resume mill or as a tire kicking exercise. Essentially, we have created a garden that weeds itself.

ACTIVE JOB OPENINGS:

- Factory Manager - Western NY
- Business Line Manager (Wastewater) - Texas
- Quality Engineer - Southeastern VA
- Quality Manager - Southeastern VA
- R&D Engineer - Chicago area
- Sourcing/Commodity Manager - West Coast
- Purchasing Manager - West Coast

Please note: I want to direct you to a blog that our firm started the first of 2014: www.reinventingrecruiting.com. It deals with a multitude of topics and I encourage you to follow it and make comments or ask questions. Please check the blog out and follow us to receive some great content and give you the ability to actively interact with discussions.

Should you be interested in learning more about any of our current job openings or Impact Players, please contact us at caroline.mutch@tyges.com. We look forward to working with you in the future.

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