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ERIC TODD ROJAS
EXECUTIVE LEADERSHIP CONSULTING

KEYS TO SUCCESSFUL HIRING AND FIRING



[EricToddRojas.com](https://www.EricToddRojas.com)



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VALUES THAT HELP CREATE AN AWARD WINNING STAFF

TEAM

8 C'S

VALUES THAT HELP CREATE AN AWARD WINNING STAFF

TEAM

8 C'S

➤ CHRISTLIKENESS

VALUES THAT HELP CREATE AN AWARD WINNING STAFF

TEAM

8 C'S

- CHRISTLIKENESS
- CHARACTER

VALUES THAT HELP CREATE AN AWARD WINNING STAFF

TEAM

8 C'S

- CHRISTLIKENESS
- CHARACTER
- COMPETENCY

VALUES THAT HELP CREATE AN AWARD WINNING STAFF

TEAM

8 C'S

- CHRISTLIKENESS
- CHARACTER
- COMPETENCY
- CULTIVATOR

VALUES THAT HELP CREATE AN AWARD WINNING STAFF

TEAM

8 C'S

- CHRISTLIKENESS
- CHARACTER
- COMPETENCY
- CULTIVATOR
- CALLING

VALUES THAT HELP CREATE AN AWARD WINNING STAFF

TEAM

8 C'S

- CHRISTLIKENESS
- CHARACTER
- COMPETENCY
- CULTIVATOR
- CALLING
- CULTURE

VALUES THAT HELP CREATE AN AWARD WINNING STAFF

TEAM

8 C'S

- CHRISTLIKENESS
- CHARACTER
- COMPETENCY
- CULTIVATOR
- CALLING
- CULTURE
- CHEMISTRY

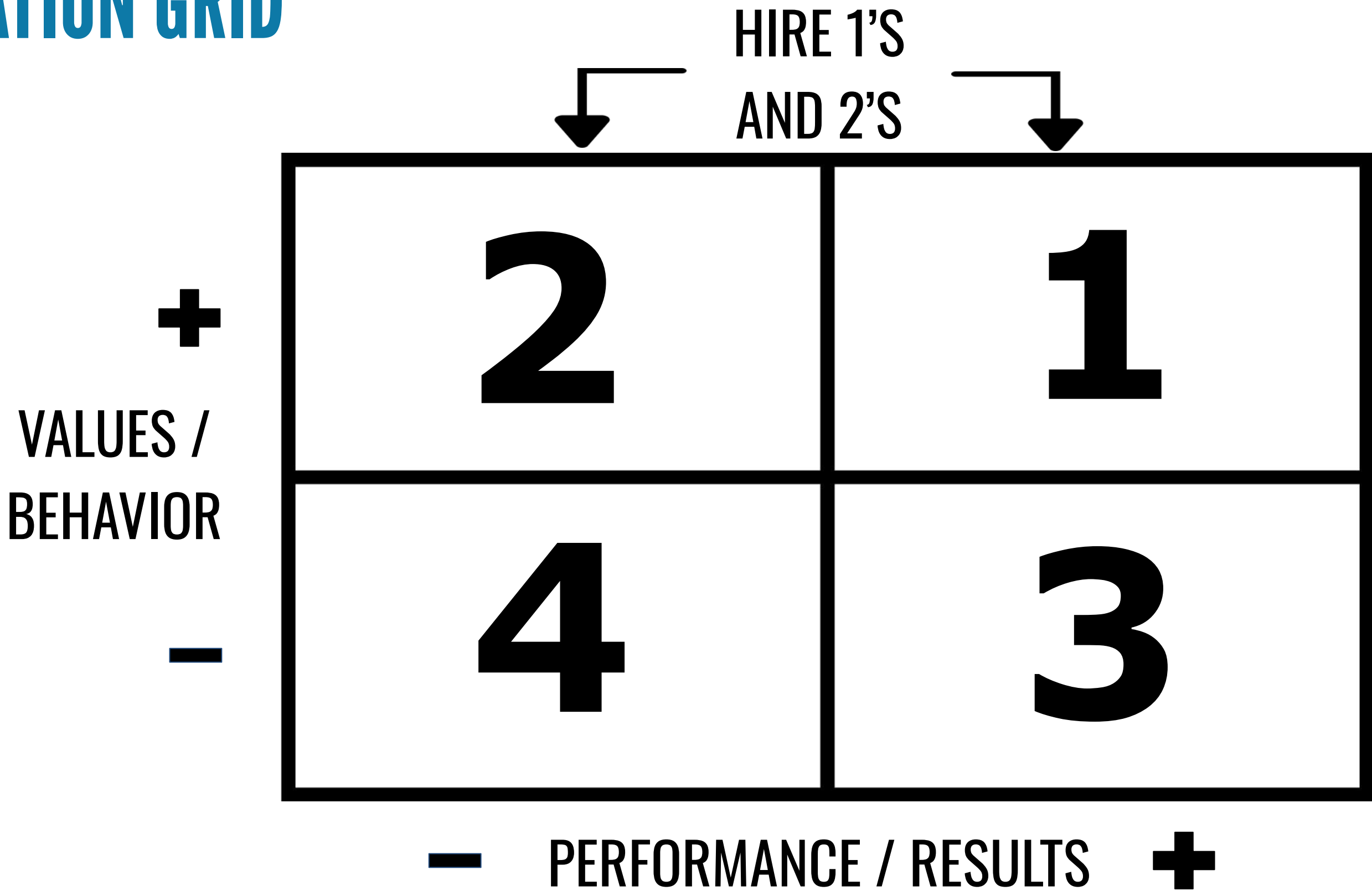
VALUES THAT HELP CREATE AN AWARD WINNING STAFF

TEAM

8 C'S

- CHRISTLIKENESS
- CHARACTER
- COMPETENCY
- CULTIVATOR
- CALLING
- CULTURE
- CHEMISTRY
- CAPACITY

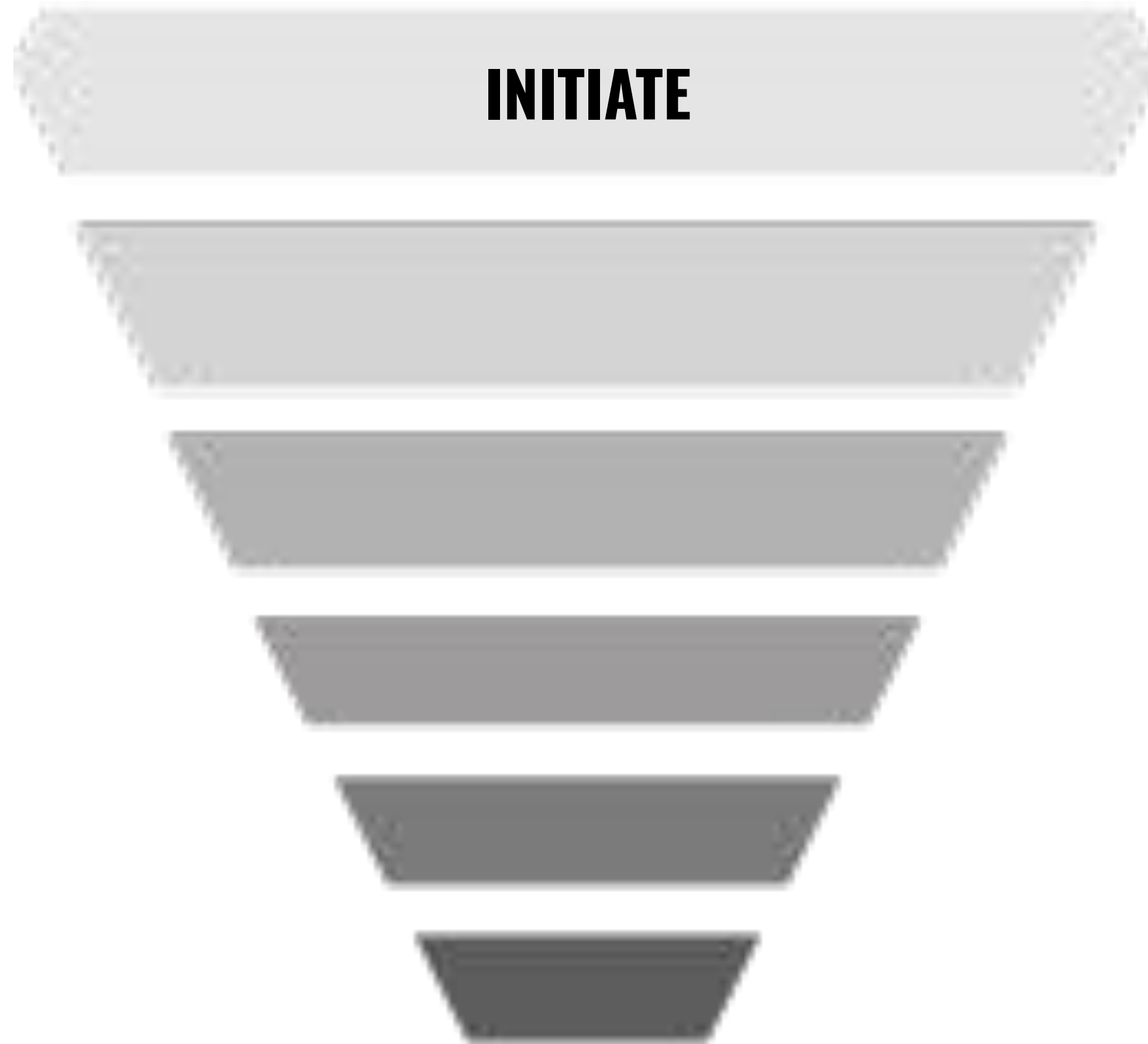
EVALUATION GRID



6 STEPS IN OUR HIRING PROCESS



6 STEPS IN OUR HIRING PROCESS



STAGE 1

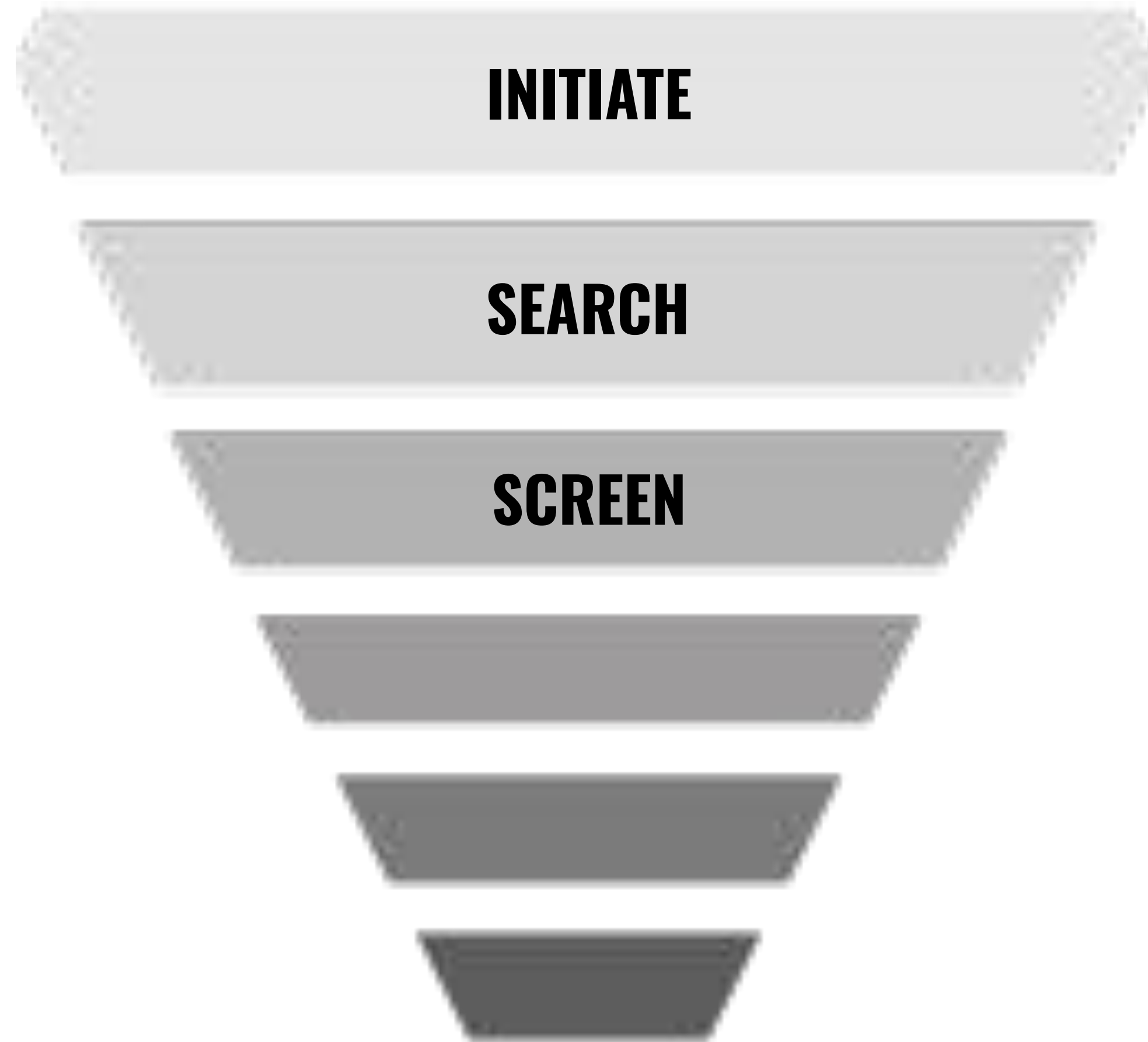
6 STEPS IN OUR HIRING PROCESS



STAGE 1

STAGE 2

6 STEPS IN OUR HIRING PROCESS



STAGE 1

STAGE 2

STAGE 3

6 STEPS IN OUR HIRING PROCESS



INITIATE

STAGE 1

SEARCH

STAGE 2

SCREEN

STAGE 3

INTERVIEW

STAGE 4

6 STEPS IN OUR HIRING PROCESS



STAGE 1

STAGE 2

STAGE 3

STAGE 4

STAGE 5

6 STEPS IN OUR HIRING PROCESS



STAGE 1

STAGE 2

STAGE 3

STAGE 4

STAGE 5

STAGE 6

HOW TO BEST EXECUTE THE CRITICAL REFERENCE CALLS

HOW TO BEST EXECUTE THE CRITICAL REFERENCE CALLS

➤ PRIMARY / SECONDARY

HOW TO BEST EXECUTE THE CRITICAL REFERENCE CALLS

- PRIMARY / SECONDARY
- PASTORAL VS. OTHER

HOW TO BEST EXECUTE THE CRITICAL REFERENCE CALLS

- PRIMARY / SECONDARY
- PASTORAL VS. OTHER
- ASK IN THE NEGATIVE

HOW TO BEST EXECUTE THE CRITICAL REFERENCE CALLS

- PRIMARY / SECONDARY
- PASTORAL VS. OTHER
- ASK IN THE NEGATIVE
- MORE THAN A BOX CHECK

STAFF REVIEWS

WHAT REVIEWS SHOULD NOT BE...

- A ONE WAY CONVERSATION.
- Full of surprising information or feedback that is new to the staff member.
- A time for disciplinary action.
- Off Balanced, ignoring the bad and only celebrating the wins (or vice versa)

WHAT REVIEWS SHOULD BE...

- A TIME FOR HONEST EVALUATION AND REFLECTION
- Confirmation of calling and planning for the year ahead
- Opportunity for staff and supervisors to have an open dialogue.
- Celebrate wins, mourn losses, and look ahead to the what's next...

HOW TO COACH SOMEONE OFF YOUR TEAM

HOW TO COACH SOMEONE OFF YOUR TEAM

➤ PERFORMANCE IMPROVEMENT PLAN

HOW TO COACH SOMEONE OFF YOUR TEAM

- PERFORMANCE IMPROVEMENT PLAN
- NO SURPRISES

HOW TO COACH SOMEONE OFF YOUR TEAM

- PERFORMANCE IMPROVEMENT PLAN
- NO SURPRISES
- NO FAKE RESIGNATIONS

HOW TO COACH SOMEONE OFF YOUR TEAM

- PERFORMANCE IMPROVEMENT PLAN
- NO SURPRISES
- NO FAKE RESIGNATIONS
- BE KIND AND CLEAR

HOW TO COACH SOMEONE OFF YOUR TEAM

- PERFORMANCE IMPROVEMENT PLAN
- NO SURPRISES
- NO FAKE RESIGNATIONS
- BE KIND AND CLEAR
- COMMUNICATION

THE KEYS TO KNOWING THE DIFFERENT TYPES OF FIRING

THE KEYS TO KNOWING THE DIFFERENT TYPES OF FIRING

➤ **INCOMPETENCE / PERFORMANCE ISSUES**

THE KEYS TO KNOWING THE DIFFERENT TYPES OF FIRING

- INCOMPETENCE / PERFORMANCE ISSUES
- CHARACTER / MORAL ISSUES

THE KEYS TO KNOWING THE DIFFERENT TYPES OF FIRING

- **INCOMPETENCE / PERFORMANCE ISSUES**
- **CHARACTER / MORAL ISSUES**
- **PHILOSOPHICAL / DNA ISSUES**

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