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## Topgrading How Leading Companies Win By Hiring Coaching And Keeping The Best People

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Topgrading: How Leading Companies Win by Hiring, Coaching, and Keeping the Best People. Great companies don't just depend on strategiesâ€”they depend on people. The more great people on your team, the more successful your organization will be. But that's easier said than done.

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Author: Bradford D. Smart: Edition: illustrated, revised: Publisher: Penguin, 2005: ISBN: 1591840813, 9781591840817: Length: 562 pages: Subjects

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Topgrading is the act of filling every position in the organization with an A player, at the appropriate compensation level. An A player is one who qualifies among the top 10 percent of those available for a position. Topgrading turns the traditional selection process on its head and, thus, should not be confused with upgrading.

## Topgrading - HR

Topgrading is a corporate hiring and interviewing methodology that is intended to identify preferred candidates for a particular position. In the methodology, prospective employees undergo a 12-step process that includes extensive interviews, the creation of detailed job scorecards, research into job history, coaching, and more. After being interviewed and reference-checked, job candidates are grouped into one of three categories: A Players, B Players, or C Players. A Players have the most poten

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