



Talent Champions, Why You Need Them and How to Leverage Them

ACQUISITION

Every company should give significant thought into WHO does the interviewing and at what stage of the process. We call them “Talent Champions”. Who you select will be a direct reflection on your company and will directly impact the hiring process, quality of the candidate, subjectivity of the selection and communication of all information to others involved. When you don’t have specific qualified leaders that are vested in the process and understand the rules of engagement, there is no accountability and no risk.

For example, we recommend three people interview the candidate: “the boss, the boss’ boss, and a senior HR person or recruiter.” You may also consider peer interviews (or panel discussions) because they give your team members a say in who gets the job and thus gives them more ownership into the hiring process.

The most widely used types of interviewing are:

- The telephone prescreen interview
- The direct one-on-one interview, which can take a behavioral, competency-based or situational approach
- The panel interview

How do you pick the right interviewers?

- Are they qualified to perform an interview at that level, for that team, for that department?
- Do they know about the company, the specific role, can they answer questions?
- Are they subjective in their approach?
- Will they communicate back to the team?
- Do they have time?
- Will they respect the process?
- Will they judge each candidate based on the same criteria?