



## CONTENT MODULE SUMMARY SHEET

# HR Discussion: How to Hire Right

## INTRODUCTION

Mark Pugh has years of experience leading the operations of a few companies. Much of his duties revolved around our greatest assets: employees. HR is an important part of any growing company, and I think we can all agree that the hiring... and firing...of our teams can be daunting without a solid plan. We hope you'll learn from the stories and take away the tips that Mark shares in this content module. If you'd like to ask Mark for any further advice, you can find him in the Iron Forums member directory at IronForums.org

## SCRIPTURE

*Be shepherds of God's flock that is under your care, watching over them—not because you must, but because you are willing, as God wants you to be; not pursuing dishonest gain, but eager to serve; not lording it over those entrusted to you, but being examples to the flock.*

— 1 Peter 5:2-3

*...but everything should be done in a fitting and orderly way.*

— 1 Corinthians 14:40

*Commit to the Lord whatever you do, and he will establish your plans.*

— Proverbs 16:3

## CONTENT

This is just an outline. Be sure to add your thoughts and listen to the Holy Spirit to see what He may be speaking to you about this topic.

Why do small business owners need to think about HR a little more carefully?

HR is really about "How are you driving culture?"

"Culture Eats Strategy for Breakfast."

HR supports your corporate values — it is important.

### Tips for Small Business Hiring

Get your team involved

Have a game plan ahead of time (assign who asks which questions)

Make sure you have a way to determine the values of the person you are interviewing

Make the prospect feel at home

Check the social media accounts of your prospect and look at their contacts (or hire somebody who can)

Ask for their response within a couple of days — if they're truly interested, they'll be prepared to act quickly

