

Last modified Thursday, April 13, 2006 7:48 PM PDT

[Email this story](#) [Print this story](#)
[TEXT SIZE](#) [Comment in our Blog](#)

Take a lesson in hiring from sports teams

By: JIM PLOTKIN - For the North County Times

Think of a great band, theatrical group, company and sports team. How about the Rolling Stones, Cirque du Soleil, Nordstrom, UCLA basketball under coach John Wooden? There are many other examples, but what do these teams have in common? Probably several factors help them end up with a great team. Two common themes include doing a great job of recruiting and placing their team members in the right position.ÝÝÝ

Recently, I attended a workshop titled "What makes a great team member?" The speaker told a story about a conversation he had with the vice president of operations at the Ritz-Carlton. The vice president told him that the Ritz opened a new resort in a rural town 80 miles from a large city. They had a great challenge ahead, needing to hire 700 employees for this property.Ý

The talent pool in this area was not great. The biggest employer in the town was a state penitentiary. The quality of the applicant pool was not well-educated. They proceeded to interview 26,000 candidates! Not only did they interview 26,000, but there are several steps, including the interview, that helps them select the right person. This may seem a little overboard, but it is paying off, and they are not sinking like many other companies.Ý

Some companies will hire on the spot. If you're breathing, you're hired. They say that they have no other choice. What if your favorite sports team applied this philosophy to how it chose the players on its team?

It's not an accident that successful companies such as the Ritz-Carlton deliver such a high-quality product. They recognized long ago that putting a winning team on the floor in business is no different than it is in music, acrobatics and sports.

Jim Plotkin is chief executive officer and president of The Plotkin Group, which provides employee assessments for businesses to use in their selection, coaching, training and developmental processes. Contact him at (760) 603-8791 or jim@plotkingroup.com.

Hot Topics

Readers reflect on the latest trends

Federal government is failing to enforce our own laws

Under the United States Code, entering the United States without examination and permission of the US authorities is a criminal offense punishable by 6 months in prison and a fine of several hundred dollars for the first offense and two years in prison and another small fine for the second offense. I say catch the law breakers, take their photos, fingerprints and DNA then jail them for the maximum sentence every single time, then deport them. 146

[Comment\(s\)](#)

Visit our news blogs at blog.nctimes.com.