

# Can I Herd My Cool Cats & Still Be Top Dog?



*...how to develop your staff  
without giving up your income!*

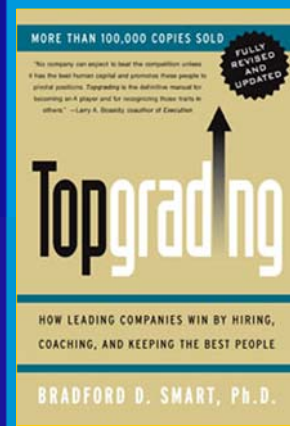
Joe Pelayo, CPC

# My Top Dog





- **Topgrading**
  - Bradford D. Smart, Ph.D.



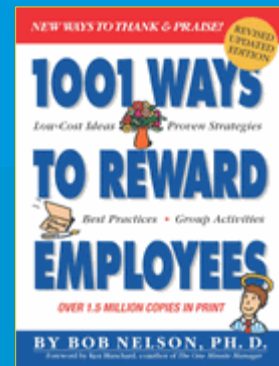
## Tim Lovett says...

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- Interview your people to fit into your management style. Yes, you can be a big biller and active manager.
- I meet with them once daily for 15 minutes, max.
- Leveraging technology: Get a soft copy everyday of what people are doing

- When I interview I ask, "What did you really lack in your last job in that company?"
- Fire 'em
- Tim Lovett  
Lovett Executive Search  
6 North Main Street  
Dayton, Ohio 45402  
937-512-6999 ext 211  
937-512-6990

- 1001 Ways to Motivate Your Employees  
- Bob Nelson, Ph.D.

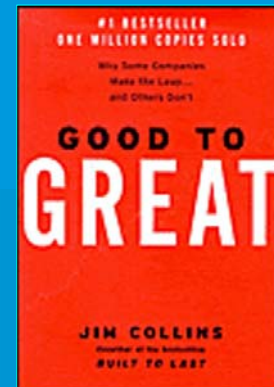


## Paul Austin says...

- Organized
- 4-6 people, yes; 10+ recruiters, that's when the dynamics change.
- Gotta be a giver not a taker.
- Greed is the enemy at 6+. Greed is not good. Takers are not givers, and that's WHY...

- THEY have the turnover problems.
- Partnerships...
- Paul Austin  
Qualitec Group  
15810 Park Ten Place, Suite 255  
Houston, TX 77084  
281-591-0037  
[www.qualitec.com](http://www.qualitec.com)

- *Good To Great*  
- Jim Collins



## Jim Ashworth says...

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- I can if I have agreed-upon times of the day, I am willing to be engaged.
- Set times: 8am meeting every day. Every morning special needs they can set a time. Example: 7-8am, they can meet with me.
- Brand new person more flexible.

- KEY: Don't be more committed than they are to their success.
- Uncool cats aka "hairballs"... to be eliminated... Make the decision based on stats. Control emotions and because he's trying so hard is admirable, but

...not a reason to keep 'em around.

- Offer you can engage me anytime. I have a process... it's like a football play. You should know the play.

## Joe Pelayo says...

- “What gets measured gets done.”  
-Michael LeBoeuf, Ph.D.
- Put your time where it's deserved rather than where it's needed.

- Five questions equals a Diet Coke
- What would you do if I was in Hawaii?



## The Big 7

- Recruiting them
- Motivating them
- Tracking them
- Keeping them
- Rewarding them
- Firing them
- My billing vs. Developing the Team

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## Work Your Network!

By Joe "Mr. Network" Pelayo

With a foreword by Les Brown.

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