

HELLO!



TASHIROJIMA



The Conventional Wisdom

1. MORE CUSTOMERS

2. MORE CANDIDATES



MORE \neq BETTER

What if we
asked...

What makes a
winner?





**HERE'S WHAT WE
FOUND...**

Engagement:
19% VS **-33%**

2010. Towers Watson Strategies for Growth Study

HIGH PERFORMERS...

- * 22% higher profitability
- * 21% higher productivity
- * 48% fewer safety incidents
- * 41% fewer quality defects
- * 37% lower absenteeism

NEW YORK TIMES BESTSELLER

"Pink makes a strong, science-based case for rethinking motivation—
and then provides the tools you need to transform your life."

—MEHMET C. OZ, MD, coauthor of *You: The Owner's Manual*

Daniel H. Pink

author of *A Whole New Mind*

DRIVE

The Surprising Truth
About What Motivates Us

MORE THAN 100,000 COPIES SOLD

"No company can expect to beat the competition unless
it has the best human capital and promotes these people to
pivotal positions. *Topgrading* is the definitive manual for
becoming an A player and for recognizing those traits in
others." —Larry A. Bossidy, coauthor of *Execution*

FULLY
REVISED
AND
UPDATED

Topgrading

HOW LEADING COMPANIES WIN BY HIRING,
COACHING, AND KEEPING THE BEST PEOPLE

BRADFORD D. SMART, Ph.D.

THE NEW

RULES

RULE #1

**GREAT PEOPLE ARE ALMOST
ALWAYS ALREADY EMPLOYED**

RULE #2

**GREAT PEOPLE NEED 3 THINGS:
AUTONOMY, MASTERY, PURPOSE**

RULE #3

**GREAT PEOPLE ARE PULLED
INTO A NEW CAREER**

RULE #4

**GREAT EMPLOYEES LOOK FOR
ALIGNMENT ON VALUES**

**HOW DO WE GET GREAT
PEOPLE TO SEE WHAT WE
HAVE TO OFFER?**

START WITH THE CANDIDATE'S

JOURNEY

CONVENTIONAL WISDOM



NEED A JOB!

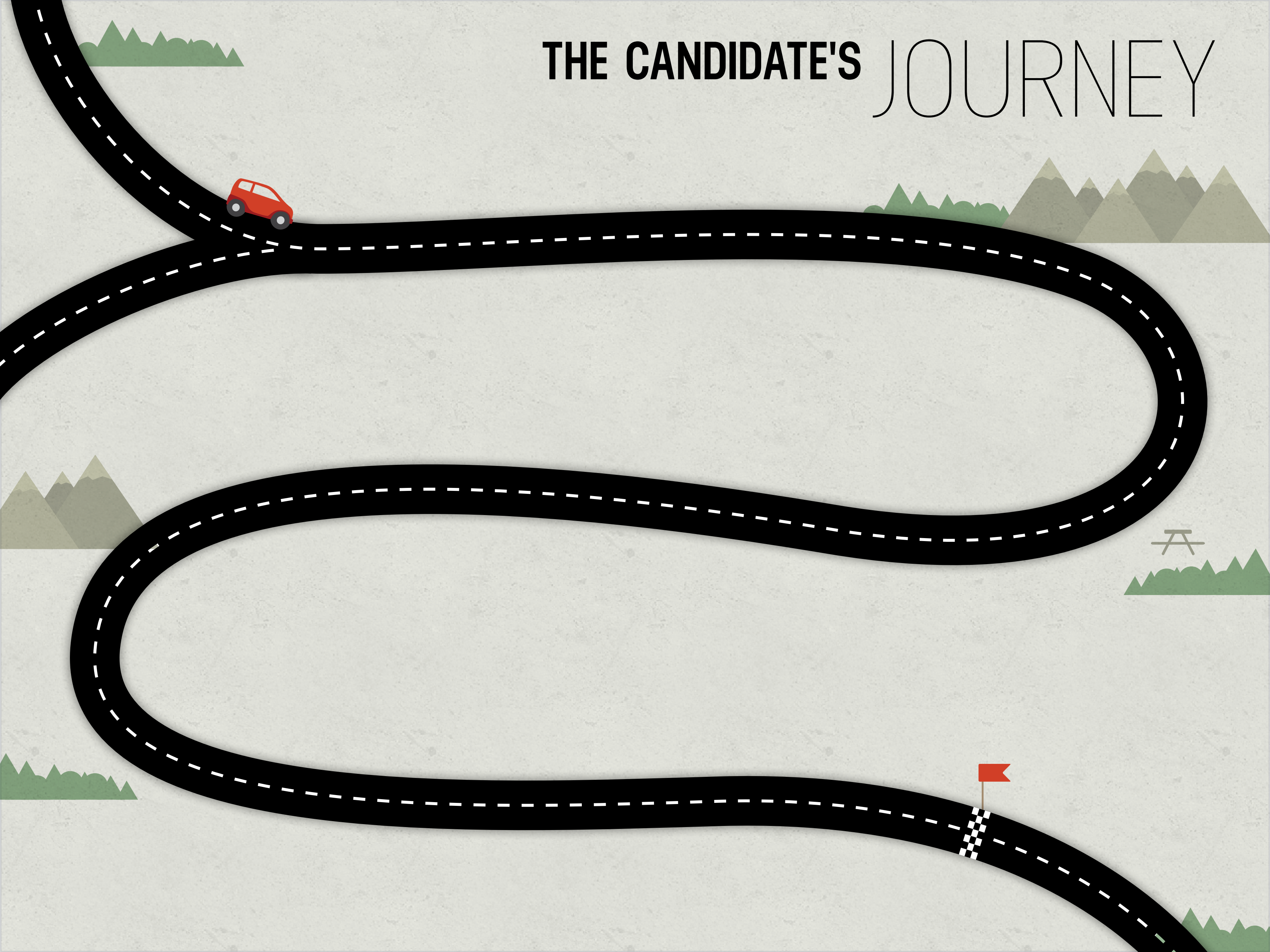


APPLICATION

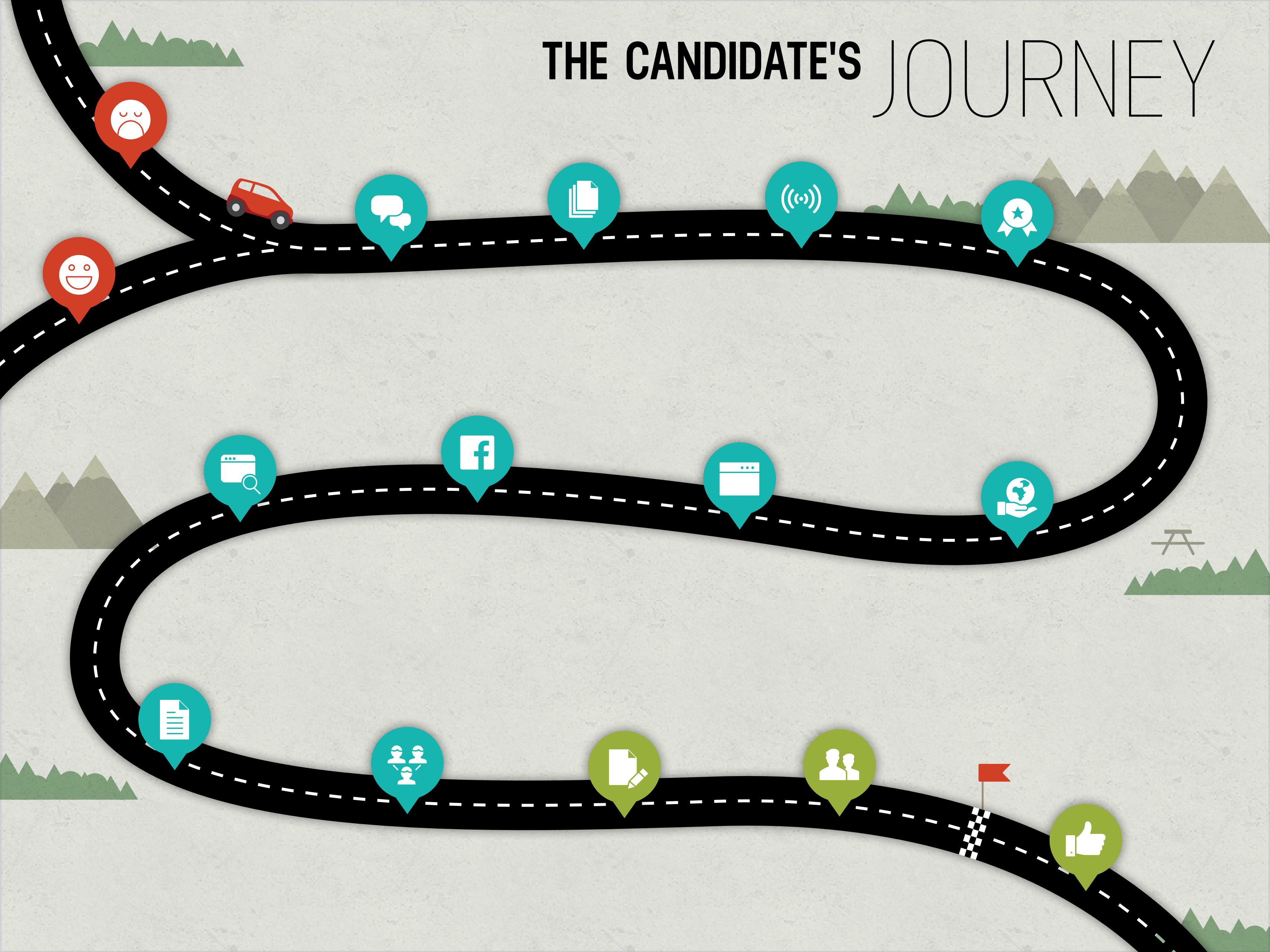


HIRE!

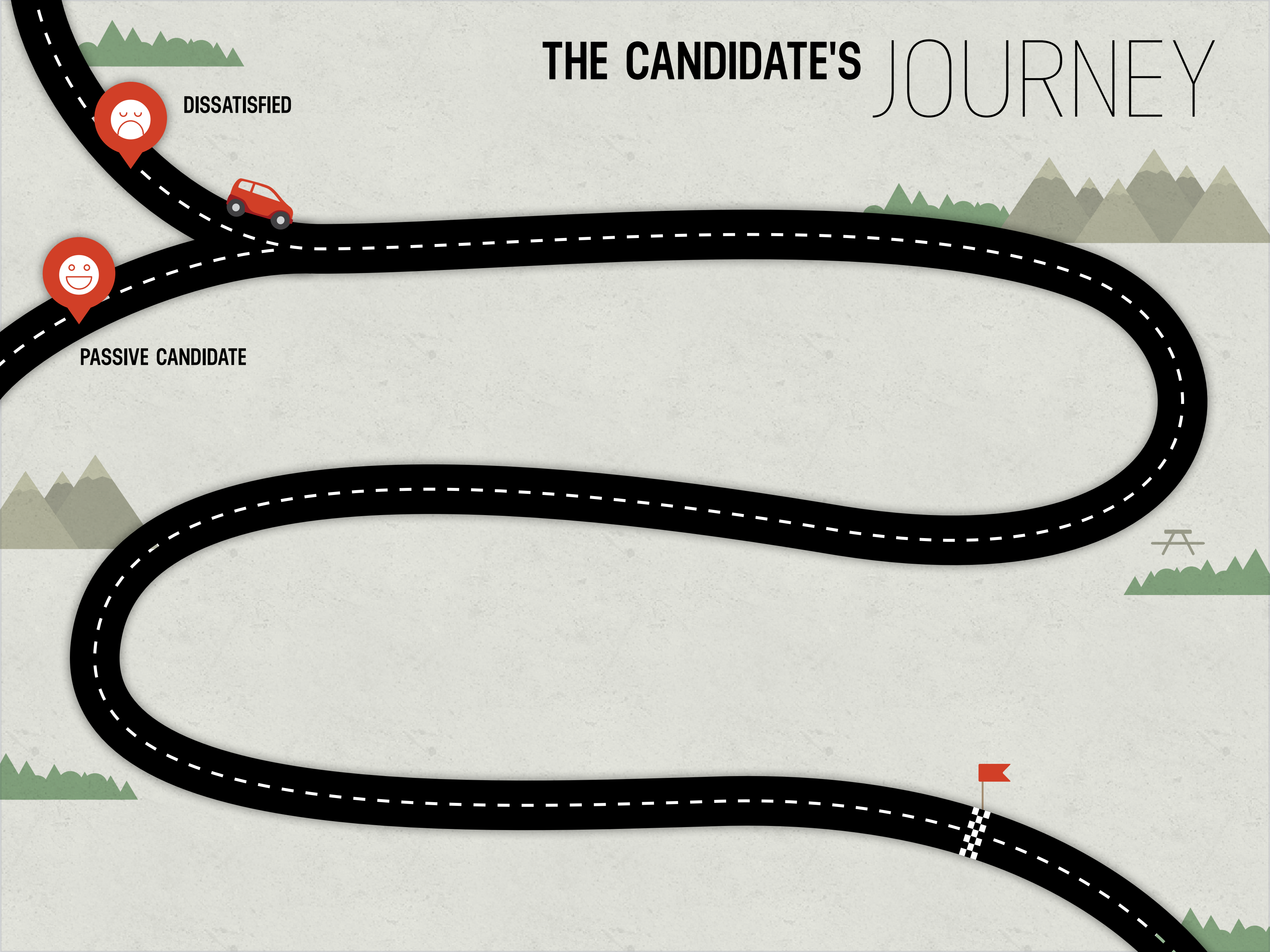
THE CANDIDATE'S JOURNEY



THE CANDIDATE'S JOURNEY



THE CANDIDATE'S JOURNEY



DISSATISFIED

PASSIVE CANDIDATE



FRIENDS, FAMILY, COWORKERS



JOB BOARDS

VS.

reply

☐ prohibited

Posted: about 5 hours ago

◀ prev

▲

next ▶


★ Accounting - Quickbooks (Lake Oswego)


General Office - busy construction related field. Mid-level to advanced Quickbooks necessary. Multi-tasking, phones, accounts payable & receivable, job costing, teamwork in a small office environment. Will be trained by current office manager.

- Principals only Recruiters, please don't contact this job poster.
- do NOT contact us with unsolicited services or offers

★ Awesome growing IT company needs a Controller!

image 12 of 20





532 SE Clay St

(google map)

compensation: Experience and Awesomeness will de

employment type: full-time

We need a person!

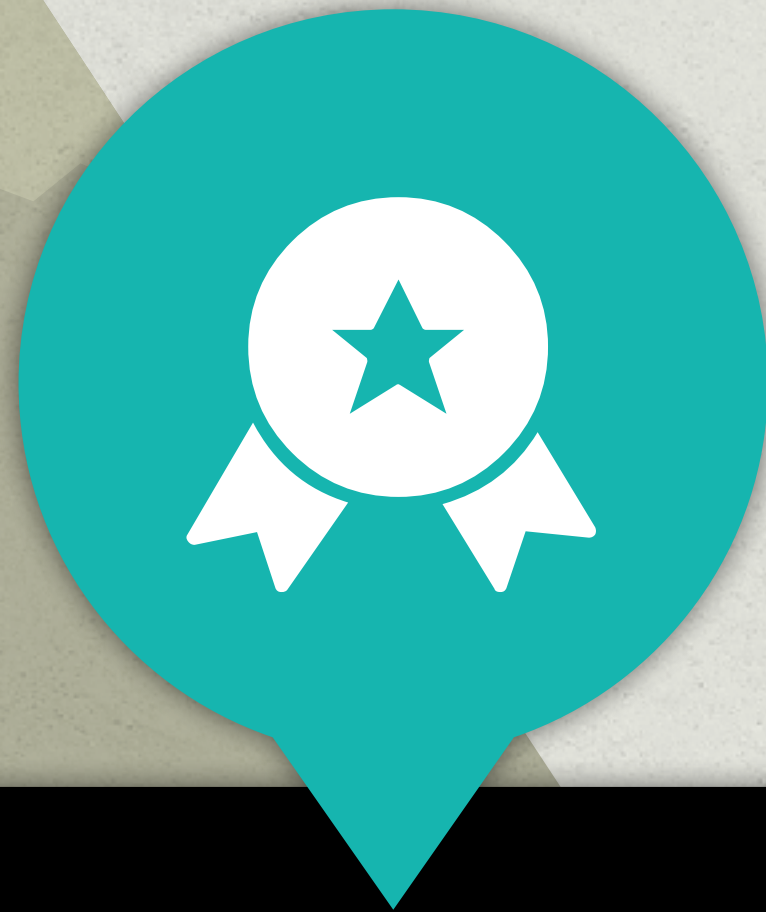
More specifically, we need a Controller!

Founded in 1997, Portland Internetworks offers Managed IT Services, Cloud Services, Internet Access, Telecommunications Services and Consulting for the Portland Metro area and beyond--basically, we help businesses stay connected in every possible sense.

Even though most of our customers are based here in the upper left of the continental US, we support client HQs and branch offices across the country--even a few countries beyond the ponds. And guess what? It's your lucky day: we're looking for a Controller for our team. Yes, this is seven times better than getting a pony for your birthday!



BRAND PRESENCE

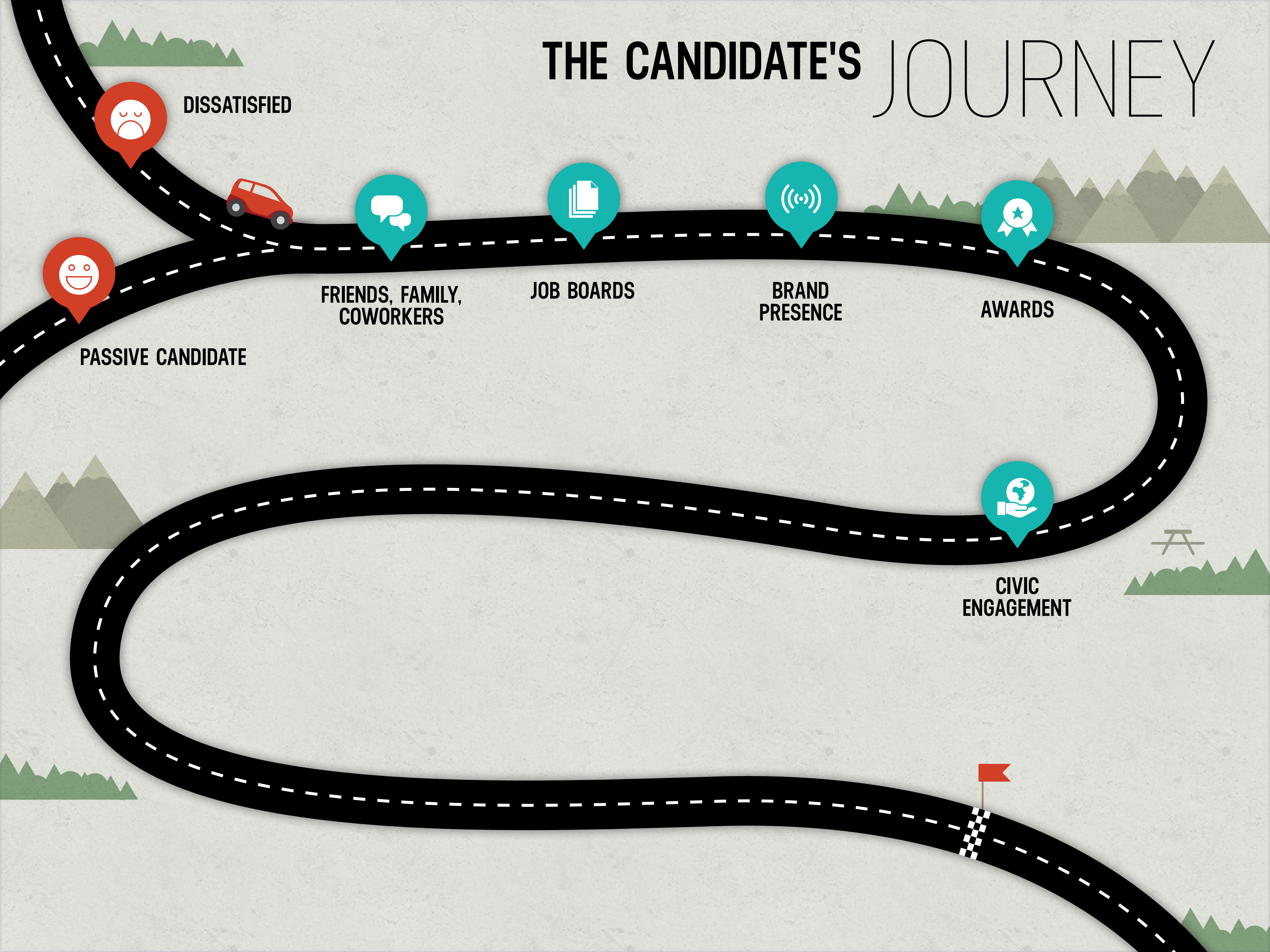


AWARDS




CIVIC ENGAGEMENT

THE CANDIDATE'S JOURNEY






WEBSITE REVIEW




OUR PRINCIPLES

Discover the core foundations that drive our business




OUR PEOPLE

Say hello to the friendly faces in the OMEP offices




HISTORY

See how far we've come, and where OMEP is today



BOARD OF DIRECTORS

Meet the people who propel our organization forward



PREFERRED PROVIDERS

Get to know our partners - an extension of the OMEP team



We Help Oregon Manufacturers Thrive

LEARN ABOUT US

SEE HOW WE WORK



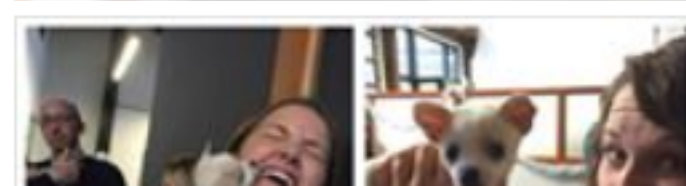
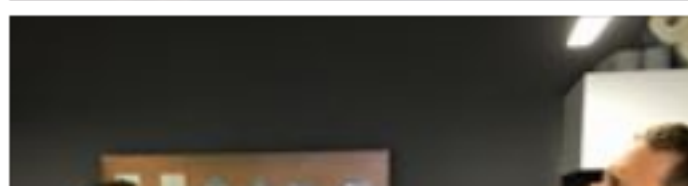
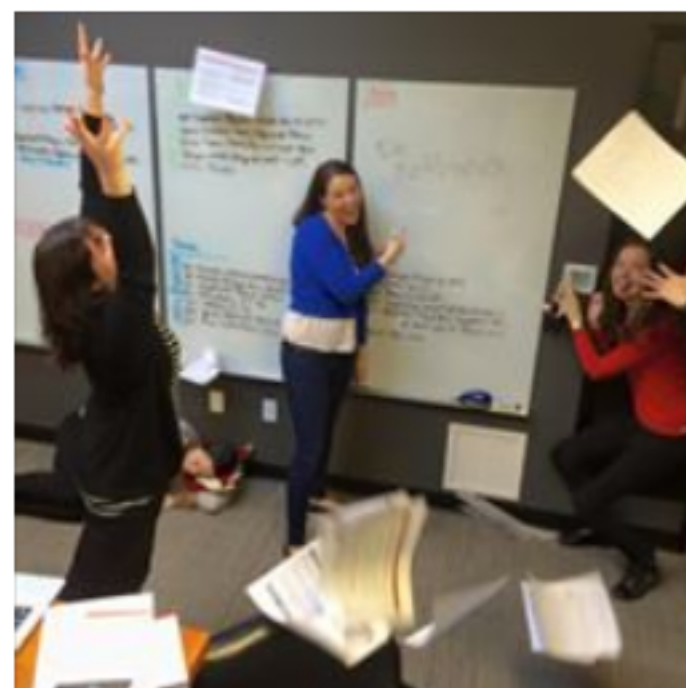
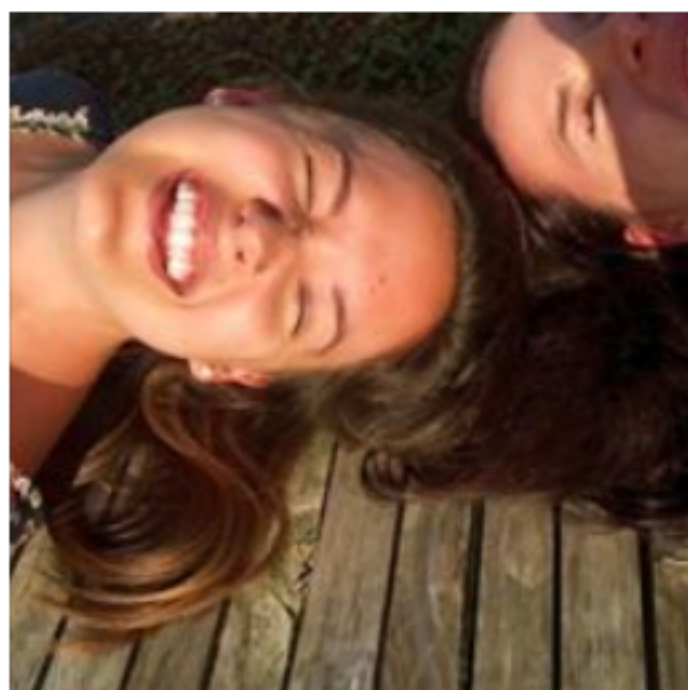
SOCIAL MEDIA PRESENCE



Kinesis, Inc.

Photos

+ Create Album





CAREER PORTAL



REITMEIER
Bringing balance to your environment.

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CAREERS

Welcome to the Reitmeier Career Center! In this section, you'll find information on our Oregon [HVAC job positions](#) and career opportunities within [our team](#).

We firmly believe that finding the right people is the keystone to building a great business. Because of this, we actively invest time and resources to ensure our employees experience a fulfilling and enjoyable career. Not only does this initiative create win-wins for our employees and for our business, but we also believe it's simply the right thing to do.



And our community has taken notice of our commitment: prominent organizations in the Pacific Northwest and beyond have recognized Reitmeier for our outstanding

SUBMIT A SERVICE REQUEST

[Click here](#) to submit a service request during business hours.

Have a service need that can't wait? We're available 24/7 at [\(503\) 603-0205](tel:503-603-0205).

READ OUR CASE STUDIES

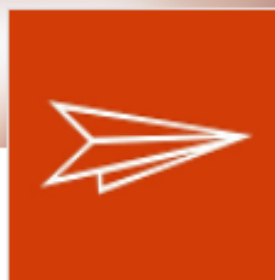


JOB DESCRIPTIONS



INSIDER INFORMATION

To restore your access, we ask that you contribute. [Write a Review](#) or [Add a Salary](#).



Kinesis

Engaged Employer

Overview

3 Reviews

Salaries

5 Interviews

1 Benefits

1 Jobs

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5.0 ★★★★★

100% Recommend to a friend

100% Approve of CEO

Shawn Busse
1 Rating



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Team Kinesis is back in action after our off-site retreat in Hawaii! We feel energized after mapping out strategy, zip-lining, scuba diving, and even exploring volcanoes. —4 days ago

At Kinesis, we're proud of the significant number of women leaders we have! —16 days ago



[There's a way businesses can make 15% more money - but a surprisingly low number of companies are doing it](#)

Employee Reviews

Feb 25, 2016

Helpful (1)



"Culture is everything."

★★★★★

Current Employee - Strategist in Portland, OR

Recommends

Positive Outlook

Approves of CEO

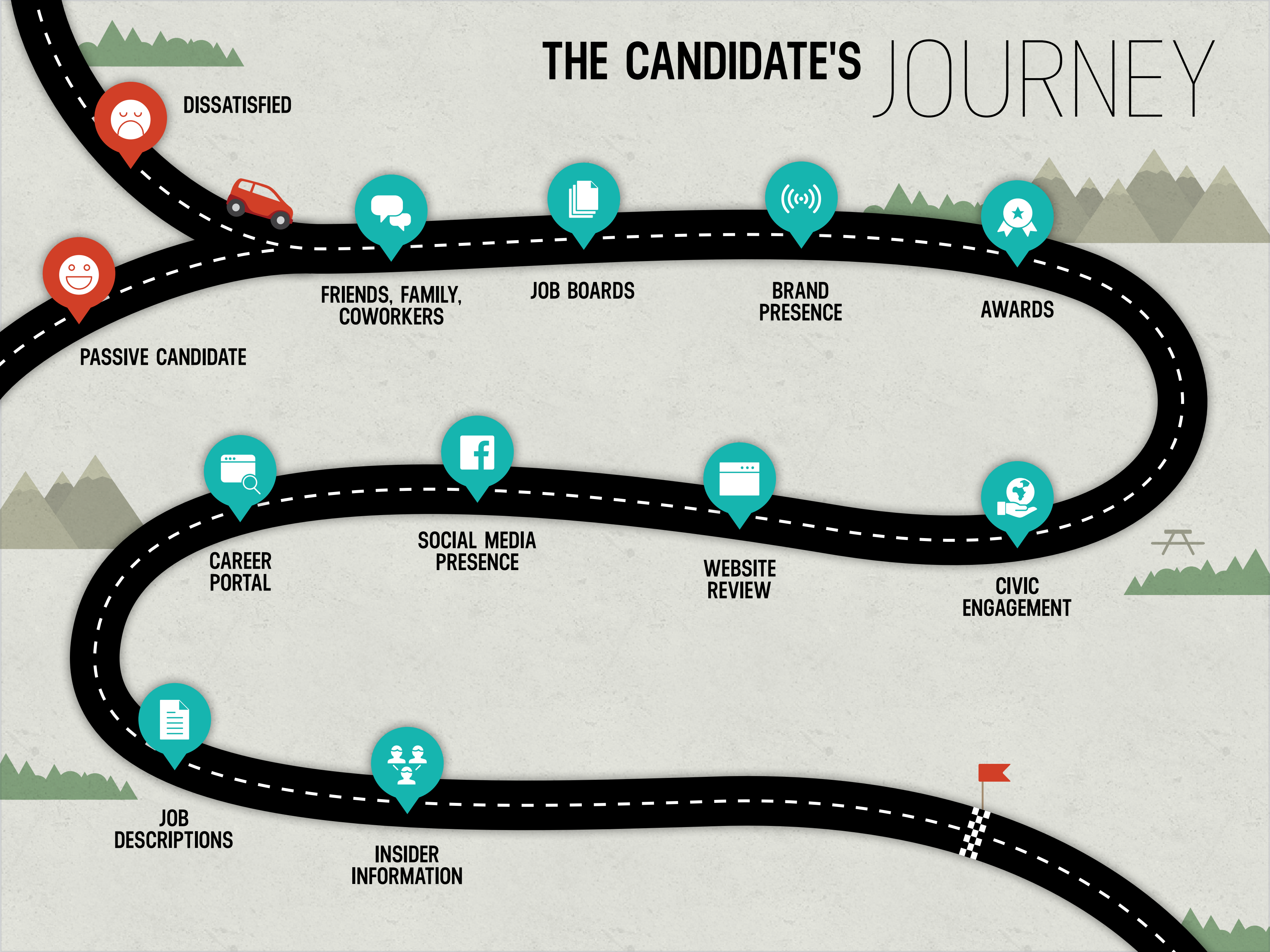
I have been working at Kinesis full-time (More than a year)

Pros

Does beer in the fridge count? :)

No two clients, projects, or workdays are alike. In one week we launched a website for one

THE CANDIDATE'S JOURNEY



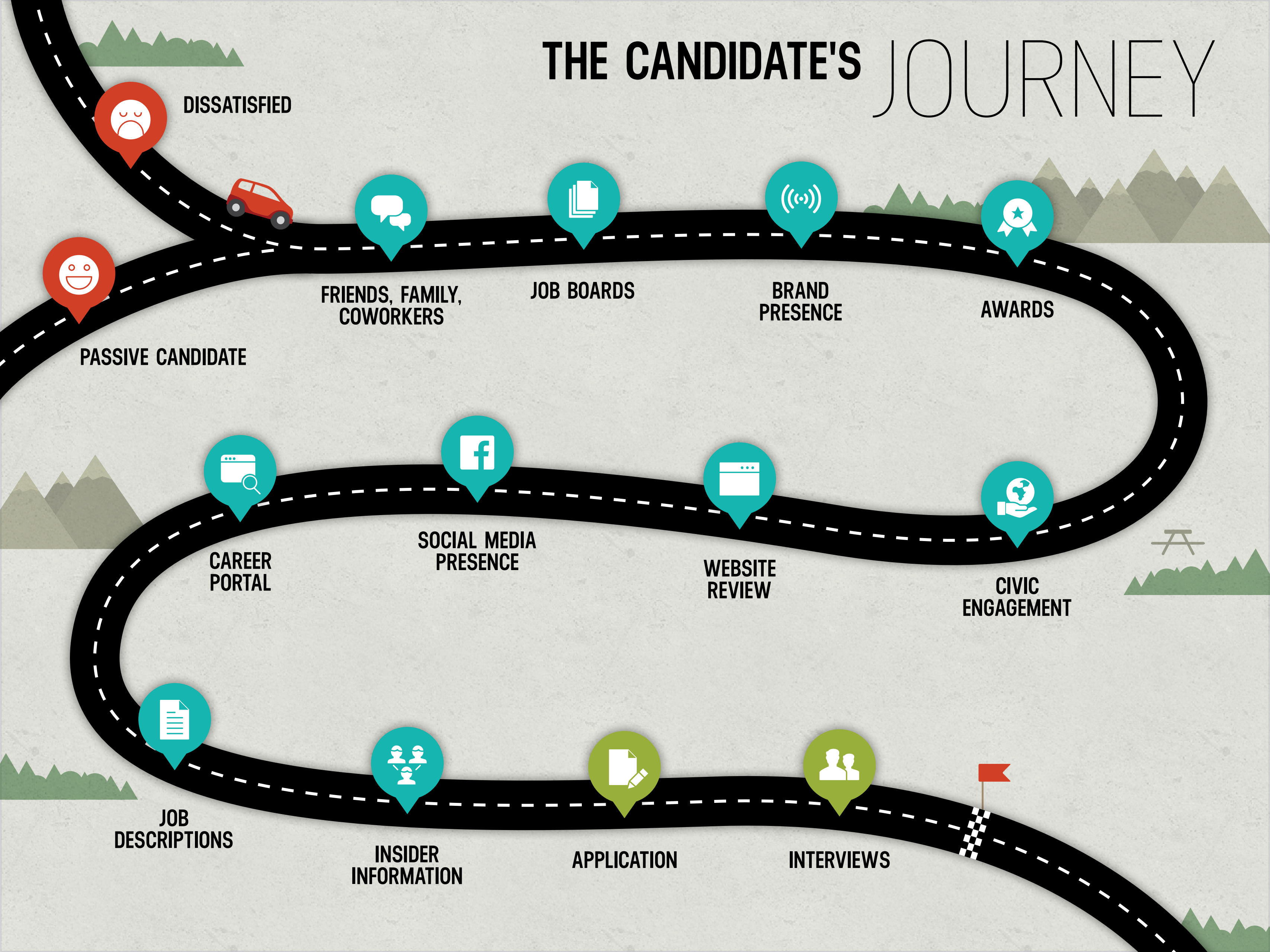


APPLICATION



INTERVIEWS

THE CANDIDATE'S JOURNEY



TAKEAWAYS



**HOW CAN I CONVEY A SENSE
OF PURPOSE AND PROGRESS
TO A CANDIDATE?**

#2

**WHAT DOES THE CANDIDATE
JOURNEY LOOK LIKE IN
MY INDUSTRY?**

#3

**WHAT FREE TOOLS ARE
AVAILABLE TO HELP?**

* www.kinesisincl.com/talent

#4

**WHAT [PAID] TOOLS CAN
HELP MY CAUSE?**

THANK YOU!

SHAWN @ KINESISINC.COM

