

# Mark Your Calendar!

## LHRMA Invites you to Attend our Upcoming Event!

### When:

Thursday

June 18, 2015

1:00 – 4:30 p.m.

### COST:

LHRMA members—  
\$60

Non-members -  
\$100 includes the  
cost of the workshop  
and 2015 LHRMA  
membership

Register online at  
[www.lincolnhhr.org](http://www.lincolnhhr.org)

### Location:

Zelle HR Facility  
3400 Plantation Dr.  
Lincoln, NE 68516

Free parking

### “How Did All These Crazy People Get Hired?!?”

Did you know that if you search YouTube for Interviewing there are over 500,000 videos and there are over 10,000 videos on Behavioral Interviewing, almost all of them are for candidates? I've even seen some videos teaching candidates how to lie in a behavioral interview.

So who is usually better prepared going into the interview, the candidate or the hiring manager? That depends on how crazy busy the hiring manager is. But usually the candidate is better prepared.

During this special 3 hour workshop, you will learn one of the biggest mistakes managers make when hiring new employees and you probably won't guess it! Plus, you will learn what to do about it.

You will also learn:

- Why Behavioral Interviewing Doesn't Work Anymore and What to Do About It.
- What makes an effective interview question?
- Asking Questions Is One Thing – Getting Useful Information Is Another
- Was the Candidate Demotivated Before The Job Offer?
- Are Their References Any Good? Are You Asking for the Right References?
- Reducing the Learning Curve and Making Candidates Part of the Team



### Stephen Moulton, SPHR

Author of *"The CEO's Advantage – 7 Keys for Hiring Extraordinary Leaders."*  
Stephen Moulton is the President and Chief Insight Officer of Action Insight, an author, a software inventor, and competency guru.

Very early in Stephen's career he was working for a little company in California called Lockheed, where he was tasked to hire 1000 people in less than six months. Far too frequently Stephen was stopped by managers who would say something like "Steve, so-and-so you hired is technically good but they have "a bad attitude". Stephen would then ask, "What does that mean?"

The response would be something such as: they don't follow instructions well, they aren't a good team player, they don't work well with others, they don't pay attention to details, and so on. Stephen would then ask, "Tell me about one of your best employees and what makes them effective." A pattern began to form beyond the typical technical skills necessary to do a good job, to a picture of a series of behaviors and competencies that would really raise the bar.

That experience inspired a quest to find a way to improve his selection decision capabilities. After much research and effort, he assembled a process that has helped clients raise the bar on the quality of employees that has improved patient satisfaction scores 33 points and reduce turnover by up to 69%.

As Stephen's career progressed he began assisting senior executives that needed to fill key positions and wanted a third party perspective and help in making the selection as objective and effective as possible. Stephen has worked with such organizations as: Hospitals, Consumer Products, Retail, Insurance, Financial, Technology, State Governments, and more.

His educational background includes a Masters Degree in Management from the University of Redlands, California, and two professional designations from UCLA, one in Industrial Relations and the other in Organization and Human Resource Development.

### RECENT PUBLICATIONS

*The CEO's Advantage, 7 Keys for Hiring Extraordinary Leaders*, January 2009, Flatirons Publishing

*Succession Management – An Implementation Plan* – HRPulse – Fall 2005

*Succession Management – A CEO's View* – HRPulse – Summer 2005

*Behavioral Competencies for Health Care Leaders* – H&HN - October 11, 2004

Competency Development, Integration, and Application – *SHRM White Paper - November 2003*

### ASSOCIATION SERVICE

**Colorado Healthcare Association for Human Resource Management (CHAHRM)** – HRCI Credit Sponsor - 2005

**Colorado Society for Human Resource Management (COSHRM)**

- **Treasurer** (3 years) improved financial situation from \$10,000 in assets to over \$100,000

- **SHRM Foundation Director** (3 years) improving donations from less than \$3,000 to over \$20,000,

- **District Director** (1 year), Consultants Forum (4 years) 1997 – 2009

**Colorado Human Resource Association (CHRA)** - **Treasurer/Secretary** (3 years) improving the financial situation from \$46,000 to over \$144,000 in assets 2000-2004

