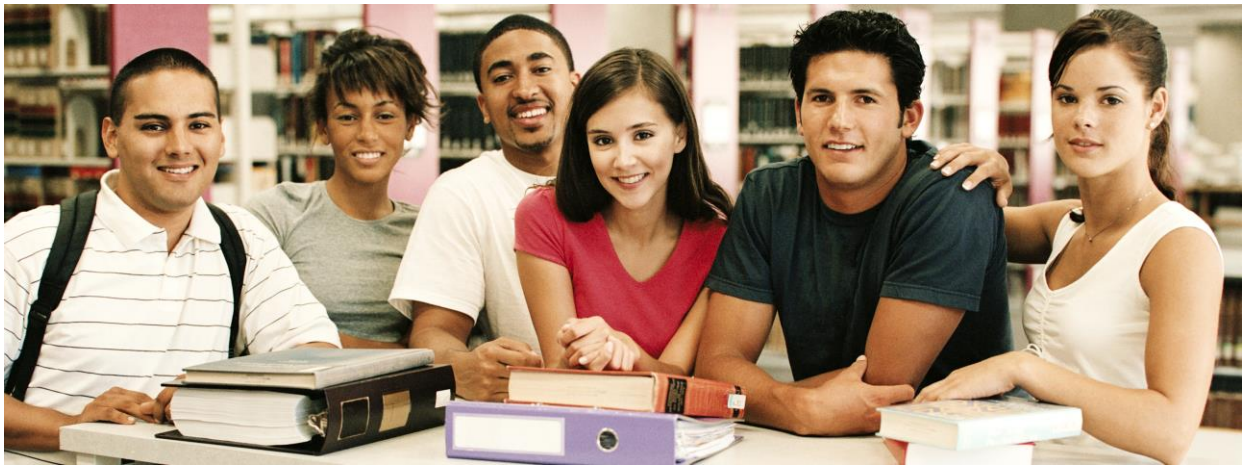# Method Teaming®

Recruitment Engine

The science behind precision recruitment

A renewed focus on recruitment

As the global economy awakens and competitive threats increase, companies are expanding to meet demand. This time, however, they are determined to grow effectively and efficiently. More than ever, businesses are looking to employ the right talent, at the right time and in the right place. Making bad hires is simply too costly and painful.

The difference between making a great hire, that advances the business, versus a bad hire, that sends the company backwards, is massive and inevitably costly. Opportunities are lost and investments do not create good returns. Overall, the future of the company is not secure and there are financial penalties to be paid. Finding the right talent should be top priority and "Job One" for your company.

In order to target the right talent, rationalize job descriptions, orchestrate purpose-built interviews and make precise hiring decisions, you will need a language, science and methodology for success. The Method Teaming Recruitment Engine is the answer.

Team functions

The most important work undertaken by any business is usually done in teams. Business objectives and goals dictate why teams have to be created. Despite this, most companies do not have a common methodology or language to build and shape teams.

As we look at the constituent parts of any team there are 4 questions we must consider:

- What needs to be done?
- How will we do it?
- Where and when do we take action?
- Who needs to be involved?

We need to find the most appropriate alignment of people's natural strengths and talents with these four key functions of 'what, how, where and who?' in mind. Method Teaming helps us do this with great precision.
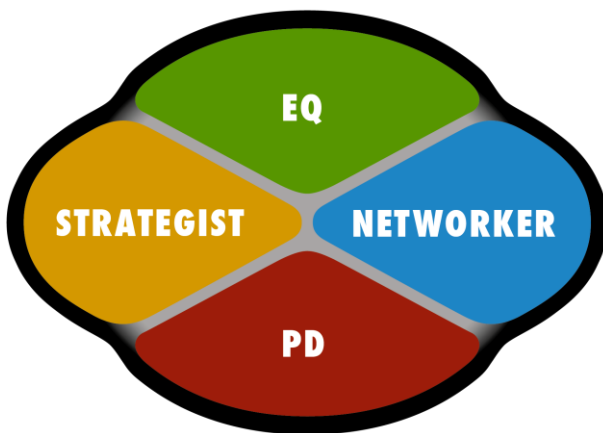
What is Method Teaming?

Method Teaming is a powerful and proven science, methodology and language that companies use to systematically create and manage high-performing, mission-perfect teams. Method Teaming was developed *by* business people *for* business people.

The highest performing teams are those in which each individual team member's natural talents and strengths are aligned with the work they perform. The power of Method Teaming lies in its ability to illuminate these natural abilities that people have and systematically assemble the right combination of talents and strengths into a team for a given mission or goal.

Method Teaming gives you the ability to pinpoint the exact talent needed for creating these mission-perfect teams. Method Teaming ensures that exactly the right person is found and recruited to fill a specific role.

Within Method Teaming, natural talents are called "Intellects". The human population, regardless of vocation, is divided into four Intellects although we have attributes of all of the Intellects. Everyone has a primary and a secondary Intellect; the secondary Intellect can be very strong.

Let us now briefly consider the attributes of each one:

Method Teaming 4 intellects

Thinks What?
"On-demand creativity"

Strategists are the only intellect capable of systematic "on-demand creativity". They are the go-to people for ideas, innovation and "outside of the box" thinking. Strategists see patterns, not protocols. They are typically very independent. When it comes to recruitment, Strategists can be insightful in seeing candidates from a different angle.

Thinks How?
"Hates to be wrong"

PD stands for "Project Director". They think on the "how" dimension, for example, *how exactly do we move from point A to point B*? They are pragmatic logical, analytical, organized and bring an engineering mind set to problem solving. They typically have a high depth of knowledge on a given topic and thrive in complexity. PDs execute and complete tasks well. When it comes to recruitment, PDs should take special care not to default to hiring other PDs.

Thinks Where?
"Loves to win"

EQ stands for "External Qualifier". EQs love to win. They think on the where dimension, for example, *where is the opportunity?* They are typically competitive, have high energy levels and communicate in sound bites. EQs are adept at persuading. Their motivation for knowledge tends to be wide, not deep. They are willing to take big risks for big rewards. EQs will instinctively be looking for a balanced team with the right mix of other Intellects.

Thinks Who?
"Success through people"

Networkers know that success only comes through people. They think on the "who" dimension, for example, *who do we need to work with to get this done?* They develop trust and empathy and are world class at building and maintaining relationships. They are active listeners, can influence effectively and are often politically savvy. Of all the Intellects, the Networker is most likely to instinctively know what type of talent is required for a specific role.

Intellectual Diversity

We all channel our Intellect in different ways. Yet our individual strengths and natural talents are poorly understood, developed and leveraged by companies. A company succeeds because of the uniqueness and diversity of its people. Companies that embrace this truth not only survive, they thrive!

OND is committed to the idea that human fulfilment and company performance are inextricably tied together. Both are maximized when people can leverage their natural talents in the work they do every day. This is the power of Intellectual Diversity.

Existing recruitment issues

OND has had many years of experience helping companies through the recruitment minefield. We see that it is often too easy to be subjective about hiring and not rely on any rigorous science and methodology to guide selection, especially when identifying a candidate's natural talents and strengths.

Finding a candidate with the right skills base and experience is important. However, the top 6 issues we see in the existing recruitment process are:

1. There is no clear delineation between skills and talent. When recruiting, it is important to understand and remember that skills can be learned; talent, however, cannot!
2. Job descriptions very often call for every human strength and talent to be included. They ask for certain combinations of talent that cannot be found in any one person. As a result, these faulty job descriptions add little value to and even confuse the recruitment process.
3. There is not clear "targeting" of the type of talent required for the position.
4. Interview questions are "lame", unfocused and will not reveal a person's true talent.
5. Subjective gut instincts are used, to the exclusion of science, in selecting employees who can actually do the job.
6. Bad hires and their horrific legacies and costs are commonplace. A bad hire is very costly for a large company and fatal for a smaller business.

Obliterate the problems

Method Teaming is a precise science and methodology. Here are the ways that the Method Teaming Recruitment Engine eliminates the recruitment issues:

1. Skills and talent are clearly separated. A structured, iterative process called Method Teaming Force-7 is used to identify the top seven, prioritized talents for a role or position.
2. The job description is rationalized and "fixed" so that it is an accurate and realistic reflection of the talent required for the position.
3. A Method Teaming Target Profile is produced which specifies the acceptable ranges on every dimension into which the correct candidates' Intellect must fall.
4. A Method Teaming Interview Template is created which contains questions designed to screen whether or not a candidate is a probable good match to the MT Target Profile
5. Shortlisted candidates have a Method Teaming Intellect Profile (MTIP) produced to ensure they are a good fit for the role.

The result is that the successful new hire fits precisely into a Method Teaming shaped or "Sculpted" Team. Through this process the organization becomes intellectually diverse and extremely efficient and effective.

Our clients must still determine if the candidate has the right learned skills, experience and knowledge to fulfil the position. However, using Method Teaming ensures that the candidate is an exact "Intellectual Fit". It is important to remember that talent cannot be taught but it can be accurately selected.

Recruit the right talent

An organization using the Method Teaming Recruitment Engine knows, with certainty, that it has the right talent on-hand to do the right task at the right time. The business results from making the right hire include soaring productivity, better innovation, employees fully engaged and motivated and a dominant market presence. Trying to address the huge challenges of the modern business world with the wrong team that was selected poorly in the recruitment process is just too difficult!

The secret of having engaged, motivated and highly productive employees lies with understand each person's unique talent and then to utilize it to create value for the organization. It really is very simple. A person must be recruited exactly for their talent; nothing more and nothing less.

About OND

OND, LLP was founded in 2003 by former Big Four executives. OND's core offering is called Method Teaming, which is used to create and manage mission-perfect teams using intellectual diversity. Method Teaming can be applied to any business function or mission-specific team to accelerate business performance.

Contact us

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We Build Mission-Perfect Teams