



## EntreLeadership: Hiring and Firing

By: Dave Ramsey

### Short Description of the Presentation:

Proper hiring creates a great team....period. This presentation includes insights from Dave Ramsey on how his company handles the hiring and firing process. It also includes an interview with Zappos CEO Tony Hsieh, author of the #1 best selling book entitled *Delivering Happiness*. Zappos is currently rated as the 6th best company to work for in the United States.

### Insight into how the Dave Ramsey organization hires and fires employees

- Slow down the hiring process...look ahead
- Difference in “real” turnover and “life” turnover
- Providing enough information for candidates to rule you out
- Hiring through Team Members
- Opportunistic Motivation vs. Philosophic Motivation
- Defining work that matters

### Interview highlights with Zappos CEO Tony Hsieh. (Amazon recently purchased Zappos for 1.2 billion dollars)

- How to keep team members motivated
- Defining “core values” to hire and fire by
- Corporate values must match personal values
- Wowing customers!