Success Factor Methodology

Why Hiring Fails

Studies show that a staggering 56% of new executives fail within the first two years on the job. Those odds were simply unacceptable to us. That is why we developed and field tested our Success Factor Methodology. Over the last 15 years, IMPACT Hiring Solutions has coached thousands of CEOs, key executives, managers and other executive recruiters to hire the right people and reduce turnover.

We took a three step approach to overcoming this 56% syndrome. First, not only did we conduct deep research over the last 15-20 years regarding the major areas of mistakes made in the hiring process that lead to failure in executive hiring, but we consolidated all this research into a formal study of hiring mistakes, titled The Top Ten Hiring Mistakes , before writing our book, *You're Not the Person I Hired* .

Secondly, we then refined our process to overcome The Top Ten Hiring Mistakes. We have used this structured approach for the last 15-20 years in our Executive Search Practice . We formalized this process in a written and trademarked process called the Success Factor Methodology™.

Third and finally, we field tested the Success Factor Methodology through hundreds of executive searches and have found **the Methodology raises hiring accuracy well into the 90% plus range** – considerably up from the random approach commonly encountered with most Executive Search Firms that's only slightly better than flipping a coin.