



Finding great people

Anneli Blundell, People Whisperer

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A photograph of two young women with long blonde hair, seen from the chest up, engaged in conversation. They are outdoors at night, with a dark, blurred background of trees and foliage. The woman on the left is looking towards the woman on the right, and both appear to be smiling. The lighting is soft, highlighting their faces.

**Take a few moments
to **CONNECT** with
your neighbour**

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Today's speaker



Anneli Blundell

Author, speaker and communication expert specialising in decoding people's dynamics that drive performance

@AnneliBlundell

Finding great people



Anneli Blundell
people whisperer

PICK THE PROFESSION







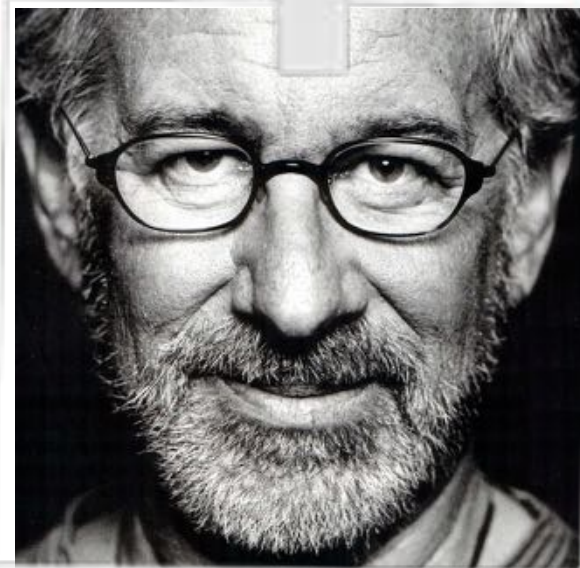


Character over Competence

“Talent sets the floor,
character sets the ceiling.”

Bill Belichick









**Who is
being
overlooked?**



2.5



We need to
find great
people



“The toughest decisions are people decisions: hiring, firing, and promoting people.

They receive the least attention and are the hardest to 'unmake.’”

Peter Drucker

Companies fail to choose the best talent

82%

Of the time

Gallup

46%

Of people hired would fail within 18 months

Leadership IQ Study of 20,000 new hires over 3 years

We hire in
our own image



Judgement



3 key distortions



1

Likability
affects
capability





Who would you hire?



Sam

- Won 4 scholarships for academic excellence at high school
- Topped 3 out of 4 subjects in the first year of uni
- Has sponsored a child for 10 years
- Has run a half marathon

Alex

- Failed the same subject at uni twice
- Has lost 8 demerit points (all for speeding)
- Was escorted out of the local gym by police
- Doesn't spend enough time with friends
- Hates getting up in the morning



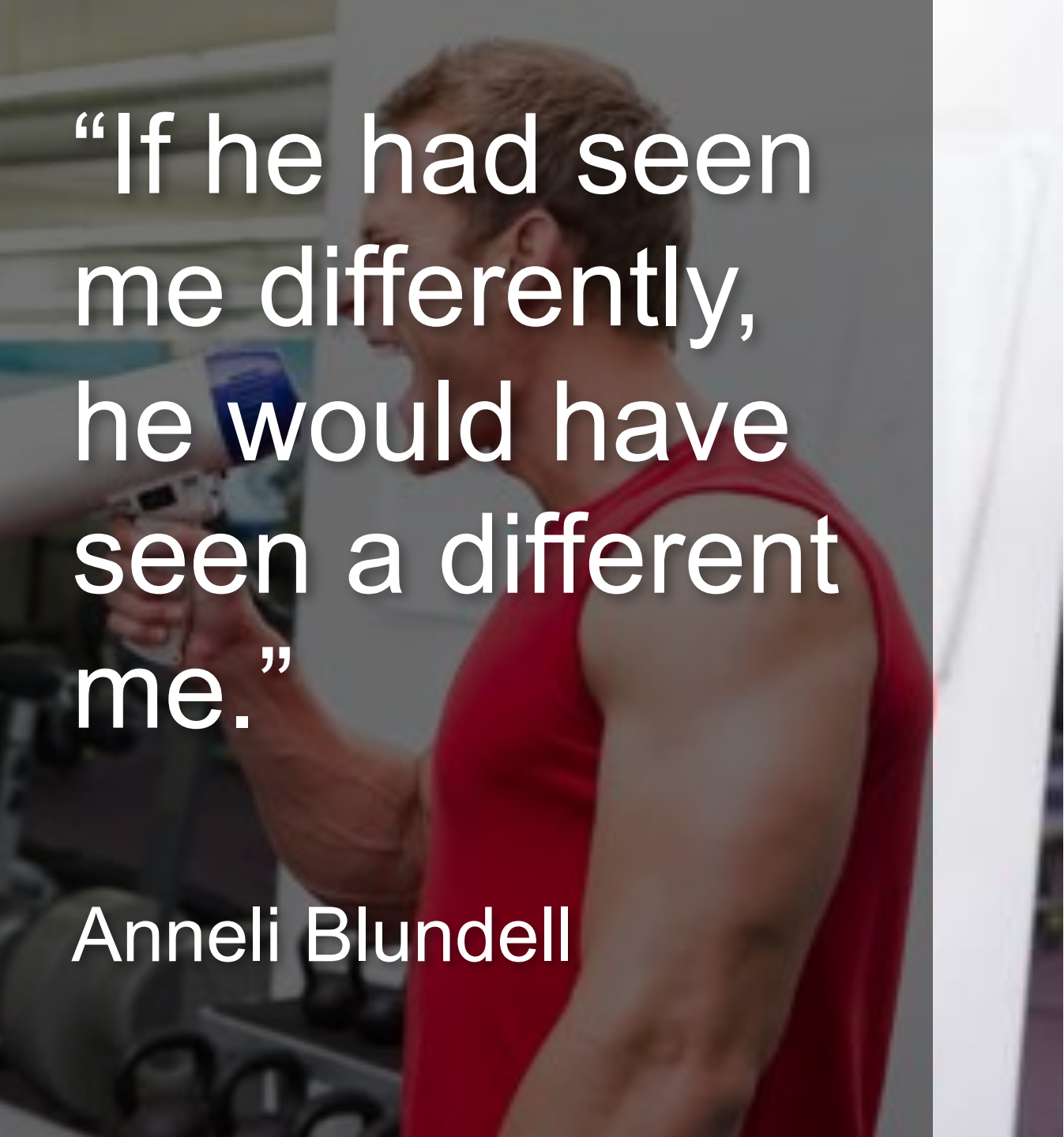






The snap trap





“If he had seen
me differently,
he would have
seen a different
me.”

Anneli Blundell



The social code











How do
we widen
the lens?

1

Know the role



“What qualities
are important in
this role?”



2

Know their character







**“What’s important
to you about...?”**

3

Find the fit






Instructions

Read this first

Guidelines for the 'Day in the life of'

+ Add another card

Tasks



Please complete the following tasks:

+ Add another card

Task 1

1 hour

Document Design and Layout

+ Add another card

Task 2

1 hour

Presentation Design

+ Add another card

Task 3

1 hour

Brochure Design

+ Add another card

Task 4

30 mins

Prospecting


+ Add another card

Task 5

10 mins

Transcription

+ Add another card



1 hour

Lunch break!

+ Add another card

Task 6

30 mins

Research 1

+ Add another card

Task 7

30 mins

Research 2

+ Add another card

Task 8

1 hour

Process Documentation

+ Add another card

Task 9

1 hour

Excel 1

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Task 10

1 hour

Excel 2

+ Add another card

Done

Well done!

Drag a task here once done.

+ Add another card

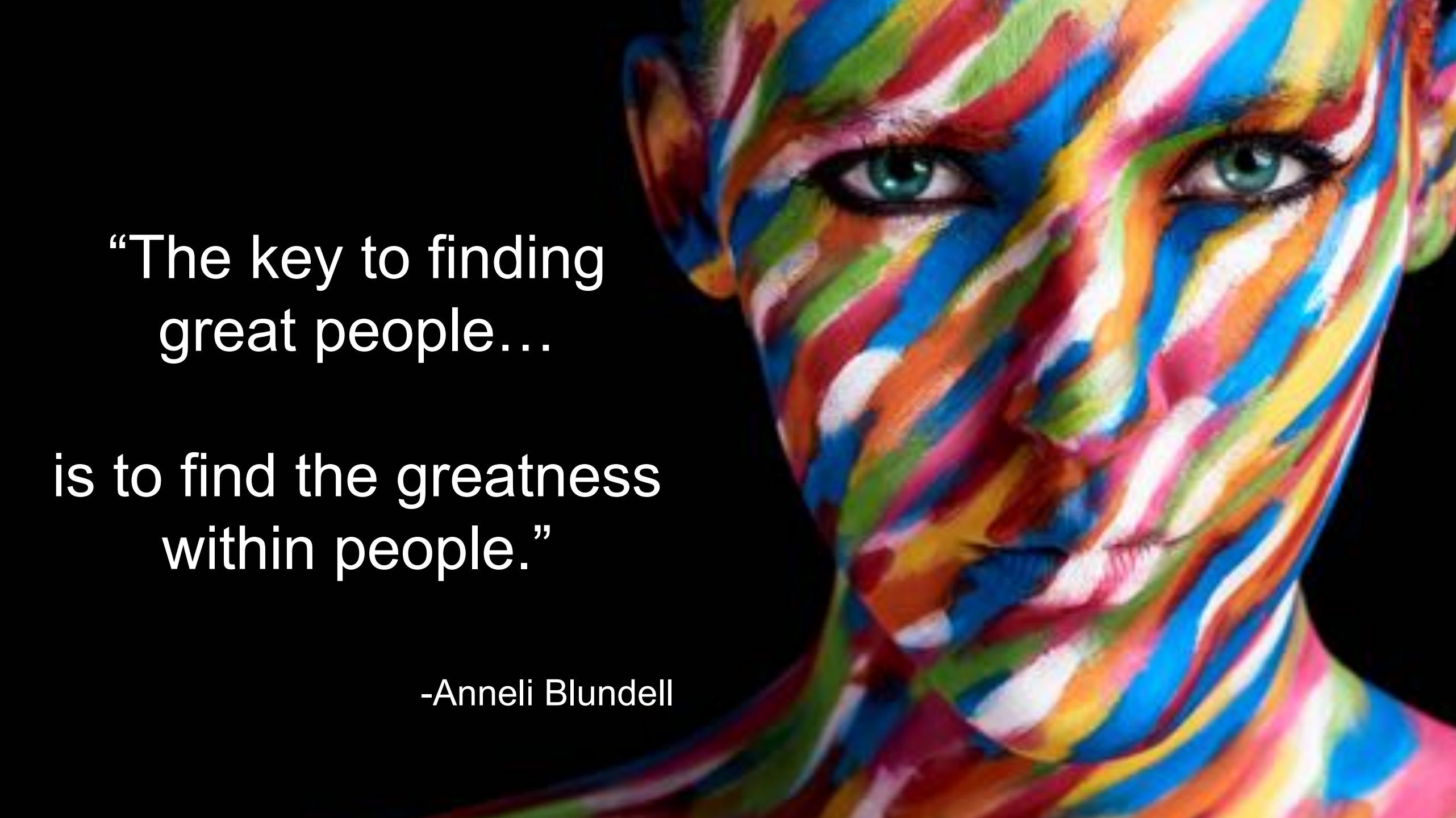
‘A Day in the Life of...’

“How can you test the traits?”









“The key to finding
great people...
is to find the greatness
within people.”

-Anneli Blundell



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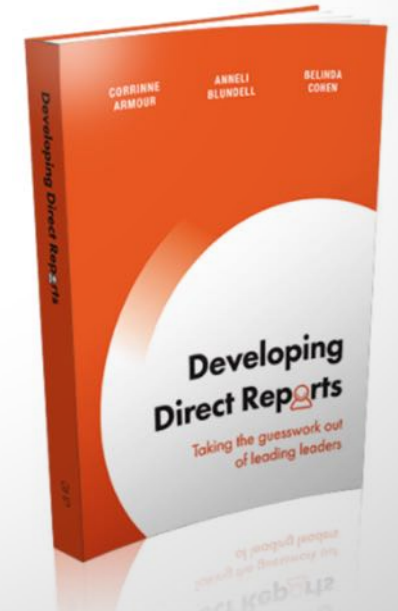
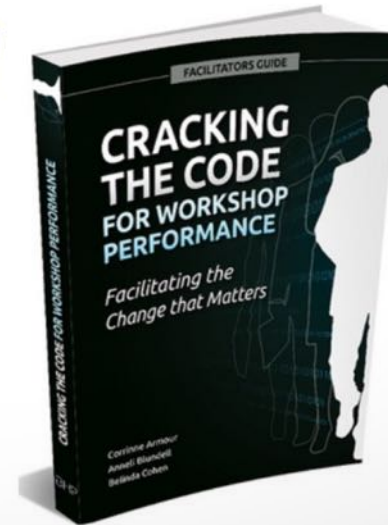
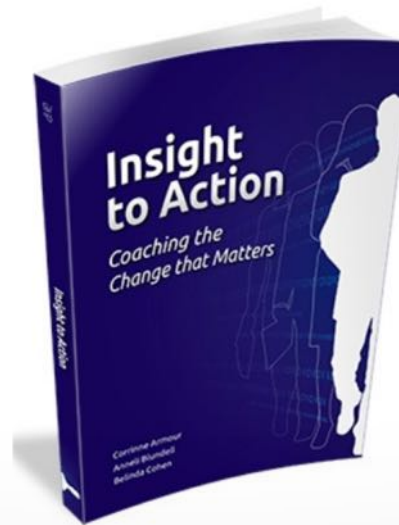


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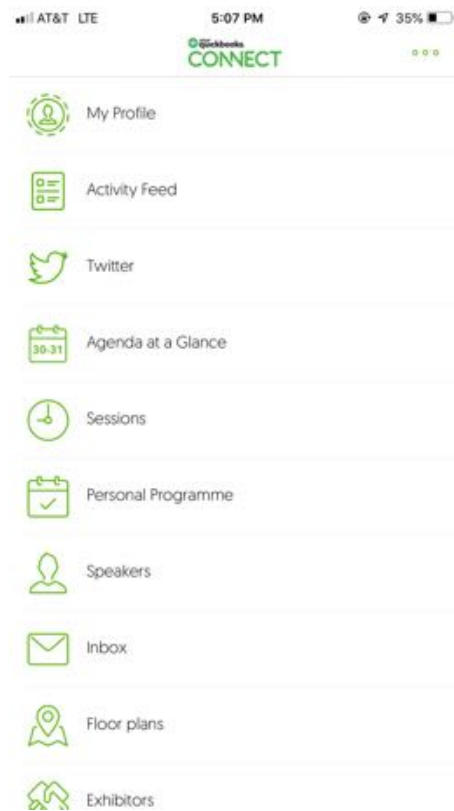


Questions?

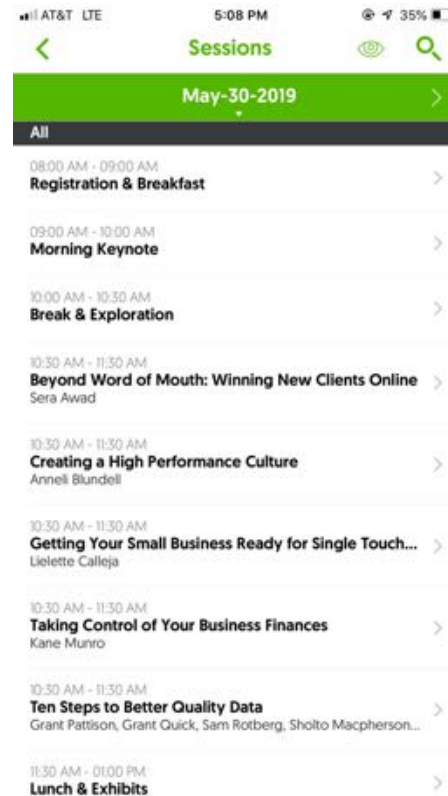
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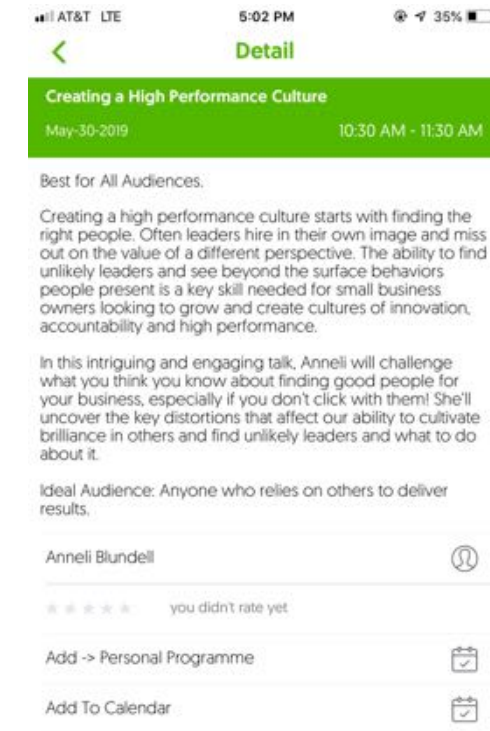
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2. Select Title



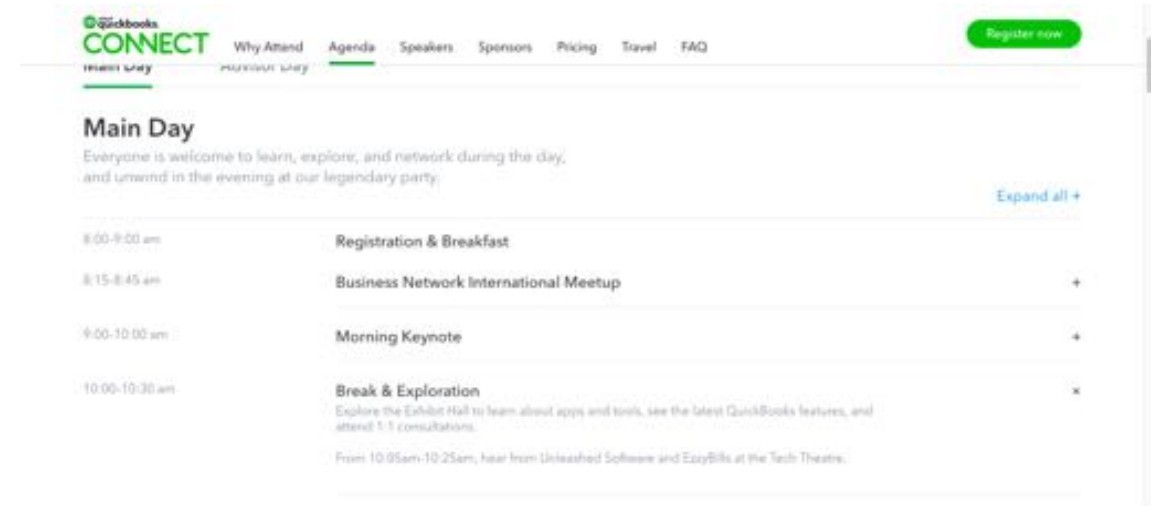
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