Business Regret: What's it All About?

If you listen to any of the successful leaders in business out there, you will hear them say over and over that it is about the people. In other words, to have a successful business, you must have the right people and they must be in the right positions, playing to their strengths. Then everything will be good.

How do you prevent a bad hire?

What is the most important duty of a CEO? [Bob Prosen](#), author of [Kiss Theory Good Bye](#), says "Hiring people smarter than I am and putting them in the right positions!!!!" I have to agree, but creating roles and filling them with people who can play to their strengths in those positions isn't an easy task.

Last week I did a presentation to my [EO](#) chapter on my company's hiring process, which is built around the [Topgrading](#) methodology. It's hard to express how important this is to us, because we put so much time and effort into taking what we've learned from books, speakers, and even bad hires to create something that really works for us. Our process is 13 steps, and has shown us a high success rate of getting the right people in the right places, in turn saving us money. For example, research shows that if you hire someone at 6 figures,

and they turn out to be a bad hire (within what amount of time? A year? 6 months?) it can cost you as much as 1.5M in lost productivity and opportunity cost.