Great People Decisions: Why They Matter So Much, Why They are So Hard, and How You Can Master Them
Claudio Fernández-Aráoz


DESCRIPTION

Praise for Great People Decisions

"Fernandez-Araoz has captured the essence of building great teams with a masterful and entirely practical study of what goes into getting people selection right."

--JACK WELCH

"Fernandez-Araoz does a great service with this wonderful book, teaching us how to accomplish the first task of any exceptional leader: get the right people on the bus, and into the right seats. His enduring passion, deep practical experience, and analytical methods make his approach refreshing and powerful."

--JIM COLLINS, bestselling author of Good to Great

"No matter your business or product, your service or strategy, it’s all done with people. Great results only come when great people fill the right roles. In Great People Decisions, Fernandez-Araoz clears away the fog of myth and fad that has long clouded people decisions, bringing passion, sound experience, and wisdom to these all-important questions."

--DANIEL GOLEMAN, bestselling author of Emotional Intelligence and Social Intelligence
"Great People Decisions is a groundbreaking, myth-busting, and standard-setting work. To prepare yourself for the dramatic workforce changes that are expected in the next decade, the first thing you should do is read this book. The second thing you should do is put Fernandez-Araoz's advice into practice immediately."

--JIM KOUZES, bestselling coauthor of The Leadership Challenge and A Leader's Legacy

"Too many people say 'people are our most important assets' but then don't act on it. In this important and eloquent book, Fernandez-Araoz provides compelling evidence for why making great people decisions is essential for anyone who aspires to become a great leader or build a great company. If you follow the sage advice he offers in this book, you are sure to make great people decisions."

--NITIN NOHRIA, Senior Associate Dean of Faculty Development, Harvard Business School, and coauthor of Paths to Power and In Their Time

---

ABOUT THE AUTHOR

Claudio Fernandez Araoz is a partner and member of the global executive committee in the leading executive search firm Egon Zehnder International, where he has spent more than twenty years filling executive positions in major businesses throughout the world. He holds an MBA from Stanford and has previously worked for McKinsey & Company. His bestselling articles have been published in leading business publications, including the Harvard Business Review and the MIT Sloan Management Review.

---

NEW TO EDITION

Great People Decisions conveys insights about finding and hiring great people such as:

• The importance of shedding all emotional biases when conducting an interview.

• The information requirements that drive the search are far more important than the specific assessment techniques that are used.

• The specific people involved in the appointment are also more important than the assessment techniques.

• In most cases, people who have the power to make power-related decisions don’t have the knowledge – and people who have the knowledge don’t have the power.

• The broader the search, on average, the better the candidate.
For additional product details, please visit https://www.wiley.com/en-us