



In-Person Employee Poaching Guide

STEPS TO SUCCESSFULLY POACH GREAT EMPLOYEES FROM OTHER COMPANIES.

1

BE OBSERVANT AND AWARE:

make note of when an employee at your local coffee shop, dental practice, department store etc. consistently delivers an amazing experience to you.

Ask yourself, "Do I have a position for this person in my company?"

2

PLAY IT SLOW:

don't rush this. Ensure that you introduce yourself and go out of your way to say hello to them.

When I was wanting to poach an employee from Chipotle I would visit the store regularly (even when I wasn't hungry).

3

CARRY POACHING BUSINESS CARDS WITH YOU AT ALL TIMES:

Included within the tOS course is a template for a business card that you can use for poaching purposes.

Be sure to carry them with you at all times. You never know when you'll need them.

4

FIRST CONTACT:

Subtly hand the employee the business card.

If appropriate, ask for their email address if they seem intrigued. Do your best to set up a coffee meeting before the formal interview process begins.

5

FOLLOW UP:

If the employee has showed interest and met your expectations, let them know you'd like them to go through your interview process. No one is excused from the interview process.

IMMEDIATE QUESTIONS TO ASK DURING COFFEE:

Why were you interested in meeting with me?

What do you like about your current company and role?

Is there a professional need that's not being met at your current workplace?