15.394
Designing and Leading the Entrepreneurial Organization

MIT Sloan School of Management

Hiring as a Process

- What are we looking for?
- What is the time frame?
- Who is involved?
- Where do we look?
- What are the critical criteria?
- How are candidates evaluated?
- Who decides?

Hiring Process

PeopleStreet

✠ CEO driven

✠ Professional Recruiter

✠ Multiple data sources/interview styles (external)

Vermeer

✠ Founder & Investor driven

✠ Executive Search Firm

✠ Multiple data sources/interview styles (internal)