



JANE WESMAN PUBLIC RELATIONS, INC.

P. O. Box 20153, New York, NY 10011 Tel 212.620.4080

www.wesmanpr.com

For Immediate Release

TALENT MAKERS

**How the Best Organizations Win Through
Structured and Inclusive Hiring**

By Daniel Chait and Jon Stross

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Contact: Jane Wesman

jane@wesmanpr.com

or

Andrea J. Stein

andrea@wesmanpr.com

**FROM CHAOTIC TO STRATEGIC:
IMPLEMENTING A WORLD CLASS HIRING SYSTEM**

**Greenhouse Founders Daniel Chait and Jon Stross Deliver
Proven Process for Attracting Talent and Building Great Teams
in Their New Book, TALENT MAKERS**

“Where’s my hire?” “Why haven’t we filled this seat by now?” Whether you’re leading a fast-growing start-up or an established multinational, you’ve probably heard this complaint over and over again. Something’s broken in your hiring process and it’s time to make a change. But where to begin? In their new book, **TALENT MAKERS** (Wiley; April 2021), Greenhouse CEO Daniel Chait and President Jon Stross present a step-by-step guide for implementing a structured hiring process to attract top talent and build exceptional teams. Their proven method, which has been embraced by thousands of organizations, not only reduces bias in hiring decisions, but helps create more opportunities for candidates from diverse backgrounds.

TALENT MAKERS is based on the authors’ experiences working with more than 4,000 companies that use Greenhouse software and services. Throughout the book, they provide their own first-hand insights and anecdotes, complemented by in-depth interviews with executives from leading brands like Alphabet, Stripe, Airbnb, and Whole Foods – some of the “Talent Makers” with whom the authors have worked.

More

“The potential for people to do something remarkable has everything to do with being in the right role, on the right team, at the right time,” explain Chait and Stross. “Our goal for this book is to help companies become great at hiring. Because when they are, companies have the confidence to dream bigger, think bolder and take on what’s next.”

TALENT MAKERS is arranged in a clear progression that takes readers through all the steps necessary to build a structured hiring process that allows companies to:

- **Define ideal candidates by the business objectives of the job.** Recruiters and hiring managers learn to work together and get specific about job descriptions, candidates, and goals.
- **Use a deliberate and consistent process to evaluate all candidates.** Everyone will be informed and aligned, allowing the process to move swiftly.
- **Base hiring decisions on data and evidence.** This not only eliminates unconscious bias, but also speeds up the process and results in better offers and better hires.
- **Learn and iterate.** Using this process, companies will consistently get better at hiring, and distance themselves from the competition.

There are two highly effective, proprietary tools in **TALENT MAKERS** that help speed the structured hiring journey. The first is the Hiring Maturity Curve which progresses from chaotic to inconsistent, systemic, and finally strategic. By taking a proprietary, twelve-question assessment, organizations can analyze where they sit on the Curve, giving them an overall picture of their recruitment operations and what needs to be improved. The second is Employee Lifetime Value (ELTV), an innovative system designed by the authors to help companies calculate ROI for any employee or role. This unique tool is ideal for establishing the business case for HR activities and for making decisions based on objective data and information.

In the final chapters of the book, Chait and Stross focus on how leaders themselves can become “Talent Makers,” insuring that hiring excellence is a top priority in their companies. “We have been privileged to help thousands of organizations to embrace the hiring challenge, work their way up the maturity curve, and succeed in attracting the

talent they need for the environments they face,” the authors write. “We hope the lessons in this book will serve as a catalyst for your own organization as well.”

About the authors –

Daniel Chait is CEO and co-founder of Greenhouse. Before Greenhouse, he co-founded Lab49, a global firm providing technology consulting solutions for investment banks. Chait is a frequent speaker on the topics of recruiting and entrepreneurship, and guest-lecturer at numerous venues including the Wharton Entrepreneurship Conference, Stanford Graduate School of Business, and the University of Michigan Center for Entrepreneurship. Daniel graduated from the University of Michigan with a degree in Computer Engineering in 1995.

Jon Stross is President and co-founder of Greenhouse. He was General Manager of International at BabyCenter.com from 2005 until 2001 and previously was a member of the executive team at Merced Systems, an enterprise performance management software company. He graduated from the University of Michigan with a degree in Political Science in 1995. You can learn more at www.talentmakersbook.com.

About Greenhouse –

Greenhouse helps businesses become great at hiring through a complete suite of software and services. Based in New York City with offices in San Francisco, Denver, and Dublin, Greenhouse has over 4,000 customers and has won numerous awards including Glassdoor #1 Best Place to Work, Forbes Cloud 100, Inc. 5000, Inc. Magazine Best Workplace (2018, 2019, 2020), and Crain's Fast 50. You can learn more at www.greenhouse.io.