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Bradford Smart – Topgrading – How Leading Companies Win by ...

Topgrading is the act of filling every position in the organization with an A player, at the appropriate compensation level. An A player is one who qualifies among the top 10 percent of those available for a position. Topgrading turns the traditional selection process on its head and, thus, should not be confused with upgrading.

Topgrading - HR

Topgrading is a corporate hiring and interviewing methodology that is intended to identify preferred candidates for a particular position. In the methodology, prospective employees undergo a 12-step process that includes extensive interviews, the creation of detailed job scorecards, research into job history, coaching, and more. After being interviewed and reference-checked, job candidates are grouped into one of three categories: A Players, B Players, or C Players. A Players have the most poten

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Companies who use Topgrading improve from 26% to 85% high performers hired and promoted. Better Performance Hundreds of CEOs and HR leaders say their companies are more successful because of Topgrading.

Hire, Coach, and Retain Top Talent | Topgrading

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"Topgrading" is defined as achieving teams of almost all A players: those in the top 10 percent of talent available for the pay. In 1999, Brad Smart published the first edition of Topgrading to offer organizations the best techniques for hiring 90 percent A players, promoting 90 percent A players and having 90 percent A players in management. Now, Smart has updated his original book to include more success stories of companies that have been able to produce talented teams using his ...

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