

Hiring, without the gut feel

A 140-person electrical contractor hired on instinct and paid for it twice. A third of new field hires left inside ninety days, roles were defined only after somebody had already failed at one, and every promotion turned into an argument. The contractor now runs hiring and role design through the Organization Builder, one expert inside a nine-expert AI Brain, which writes the scorecard before the search opens.

9% NINETY-DAY TURNOVER Down from 34% across 61 field hires	11 days TIME TO OFFER Down from six weeks, same hiring standard	22 ROLES DEFINED Each with a scorecard written before the search	3 DEEP ON THE BENCH Named successors for every leadership seat
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WHAT THE ORGANIZATION BUILDER DOES

Defines the seat before the search. Outcomes, competencies and a scorecard are written down before a single candidate is contacted.

Interviews against evidence. Questions come from the scorecard and answers are recorded against it, not against a feeling in the room.

Puts people before plans. Structure follows the people actually available, and the gap is named, not wished away.

Makes the first ninety days a document. Every hire arrives to written expectations, a check-in schedule and a decision point.

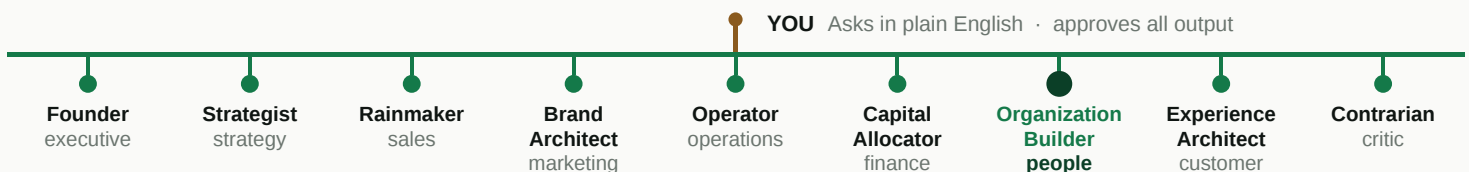
Keeps the bench visible. Successors are named for each leadership seat, with the development gap stated.

HOW A HIRE MOVES

- The need is described in plain English**
One sentence about the gap is enough
- The Organization Builder drafts it**
Scorecard first, then the search
- Every interview scores the same things**
Evidence, not impressions
- The Contrarian challenges the pick**
The critic seat reviews before delivery
- You decide, then the offer goes**
Approval is required by rule

THE ADVISORY BOARD, AND THE BUILDER'S TOOLKIT

Nine specialists operating from one shared business context. Eight produce work; the ninth challenges it. The Organization Builder holds the people seat.



THE BUILDER'S TOOLKIT

The company's own scorecards · Role library · Interview evidence record · Ninety-day plan · The bench map