



partners
in
excellence llc

Building the team...



Dr. Deb Carlin
Psychologist

I consistently find that my clients are bright, engaging, and interesting. Most of all, I find them to be in search of a confidential source – someone to talk to about what their challenges are, someone who will be sworn to a level of confidentiality that is trustable. It is an honor to be trusted.

In business, it is as essential as in our private lives to have a place to turn for credible guidance. I'm not an expert in anything other than human beings and how they behave. When my clients come to me, they come from every conceivable industry; I see commonalities across them, regardless of the work they do. The issues are consistent – trust is at the core and courage is always the answer alongside smart strategy.

A woman, let's call her Mrs. Olson, owns a successful home care company; she is a new client. She calls and tells me she has employees problems, especially with her management team. I listen. What becomes clear is that she is not following her own protocols – she interviews but doesn't follow up with objective testing or strategic reference checking (yes, there is a creative method that yields great truths), and her background checks are minimal. Of course, she's not getting the quality she envisions.

Why? She's hiring who she likes, not who has been proven to perform. Sound familiar?

If you are operating from your gut instead of a strategy, please call me – let me save you agony by putting a reliable system in place. I promise you'll like the employees we select because they will enhance your business. Mrs. Olson is ready – her ulcer broke loose and a trip to the ER convinced her the time is right. Life is short, be smart.

DrCarlin@DrDebCarlin.com
www.drdebcarlin.com
Partners In Excellence, LLC
Local 314 727 0213
or Toll free 855 344 1940