



**WHY IS THE AVERAGE
EMPLOYMENT OF A NEW
GENERAL MANAGER
UNDER THREE YEARS?**

How important is it to find a GM who matches your club's culture?

Did the Search Committee somehow misinterpret the level of compatibility between the new manager and the members, the Board and the staff?

The Search Committee has to find a candidate who knows how to perform the tasks of the job as well as the ability to fit in with the culture of the Club. The ability to do the tasks is fairly easy to identify – the ability to “fit in” is more elusive.

When the committee interviews a candidate, each member of the committee gets a “gut feel” for whether the candidate is a “good fit”. Sometimes we’re right – and sometimes we’re wrong.

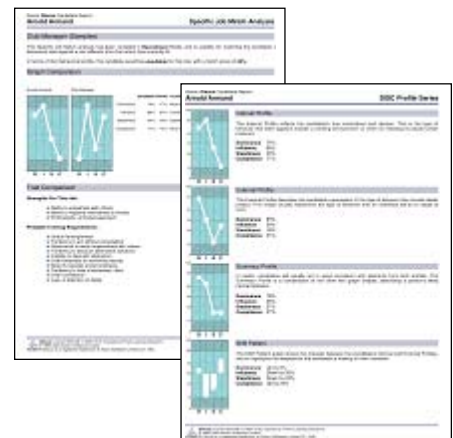
Now there’s a way to define, measure and understand how well a candidate will fit into your culture.

Discus job profiling lets you define the type of personality you’re looking for and match a candidate to it. Discus job profiling allows the Committee to come to agreement on what “style” will best fit their Club and then use this information throughout the interviewing and hiring process.

It's the professional way to find the right candidate.

Contact us today for a free consultation!

How would your Club like to have a comparison of the candidate's style against the expectations of your Club, before any hiring decisions are made?



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