

Banner 1

Dance with Jenny of not-so-Oldstone and Succeed

Your hiring policy is like the final season of Game of Thrones...a complete failure! Change it today.
Period.

Banner 2

When Football Doesn't Come Home...You Switch to Cricket!

You are looking in the wrong place for inspiration. You are blaming the wrong people for your organisational failure.

Banner 3

Trust. Train. Transform.

Trust your employees, promote training and learning, and see your organisation transform into how you've envisioned it

Hi, I am Jenny Tillgren and I am what your organisation is missing!

Let me tell you a fun story...

My friend, James, is in a key HR position and one day he comes to me saying "Hey Jenny, things are not working out with Steve. Remember that guy with the 4.0 GPA and the perfect experience match I told you about. His performance has been subpar. I think we'll have to let him go."

I remembered who Steve was. I knew this was going to happen. Why? Not because Steve actually wasn't a good profile. Steve was good, the problem was James and his company's complete failure with how they hired people. My response was no different. I told James "Hey Jamie, it was bound to happen. Steve's a good guy, the problem's you and your company's dumb recruitment policies. You are the one underperforming and you just don't want to accept it."

Steve was the fourth guy in two years to take that position. All three Steves before this one went out for the same reason.

This is just one example. I can't even recall how many of friends and peers have come up with the same old *people at my company are not doing good enough*. But me being me, I am not someone to point out problems, I solve them.

How do I solve problems?

BY TRAINING YOU TO DO WHAT YOU DON'T WANT TO DO...TAKING A LEAP OF FAITH!

Going out-of-the-box is the only way forward. We have to stop believing that getting the best out of people can just be based on some scientific theory that was proposed back in...I don't know, 1945? While they aren't completely out of question, they aren't fully relevant either.

Modern day management is not just science. It is art. That is what I tell all my friends and my clients. It's high time we change our methods before we run out of people to hire. If you can't take a risk do you justify your position as a decision-maker. NO, YOU DON'T!

What is my Solution?

Asking a magician for her secret, are we?

The solution is simple. Change how things work. Change how you hired people. Be practical for once. What worked for your forefathers won't work for you. I train you on how to hire people. As an NLP practitioner, I train you how you can do more than you should without actually increasing your workload.

I give you a simple 90-day plan instead of an exhaustive interview process. The plan brings the best out of your employees and tells you how they can improve and perform at par with your standards. I mean you cannot expect to identify if a person is the right fit for your organisation judging them by just a piece of paper you call a CV. You cannot judge them on the basis that they succeeded at university or at their last job. That's absolutely no guarantee.

But when you put them in a real-life situation, where they can express themselves, that is when you can decide if they are will be able to achieve what you intend them to achieve. I can go on and on about outcomes that I've previously managed but is it even worth it if you are like my friend James?