



# LESSON 2

## GROUP DISCUSSION & SOLUTION PRESENTATION

### Introduction: The Hiring Huddle

Now that you have had some time to analyze the case in your small groups, it's time to come together for a "hiring huddle." This is a collaborative discussion where each group will have the opportunity to present their recommendation and defend their decision. The goal of this exercise is not to find the one "right" answer, but to engage in a rich and thoughtful discussion that explores the complexities of a real-world hiring decision.

### Group Presentations

Each group will have 5-7 minutes to present their recommendation. Your presentation should cover the following points:

- ① **Your Decision:** Who did you choose to hire, Diana or John?
- ② **Your Rationale:** What were the key factors that led you to this decision? Provide specific, evidence-based arguments to support your choice.
- ③ **Your Onboarding Plan:** Regardless of who you chose, what would be your plan for setting them up for success in their first 90 days? What specific support would they need?
- ④ **Your Communication Plan:** How would you communicate the decision to the successful and unsuccessful candidates, as well as to the rest of the front office team?



## Group Discussion & Debate

After each group has presented, we will open the floor for a larger group discussion. This is your opportunity to ask questions of the other groups, to challenge their assumptions, and to debate the merits of each candidate. The goal of this discussion is to explore the different perspectives and to learn from the collective wisdom of the group.

## Discussion Prompts:

- What was the most difficult part of this decision?
- Did any group change their mind during the discussion?
- What are the potential risks and rewards of hiring each candidate?
- How could you mitigate the risks associated with your chosen candidate?



## Key Takeaways: Lessons from the Diana Jones Case

This case study highlights a number of key lessons that are applicable to any hiring decision:

- There is rarely a “perfect” candidate. Every hiring decision involves a trade-off between different strengths and weaknesses.
- It is crucial to be aware of your own unconscious biases and to make a conscious effort to mitigate their impact.
- A structured and evidence-based approach is essential for making a sound hiring decision.
- The hiring process doesn’t end with the offer. A strong onboarding plan is critical for ensuring the success of your new hire.

