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Topgrading is the act of filling every

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position in the organization with an A player, at the appropriate compensation level. An A player is one who qualifies among the top 10 percent of those available for a position. Topgrading turns the traditional selection process on its head and, thus, should not be confused with upgrading.

Topgrading - HR

Topgrading is a corporate hiring and interviewing methodology that is intended to identify preferred candidates for a particular position. In the methodology, prospective employees undergo a 12-step process that includes extensive interviews, the creation of detailed job scorecards, research into job history, coaching, and more. After being interviewed and reference-checked, job candidates are grouped into one of three categories: A Players, B Players, or C Players. A Players have the most poten

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Companies who use Topgrading improve from 26% to 85% high performers hired and promoted. Better Performance Hundreds of CEOs and HR leaders say their companies are more successful because of Topgrading.

Hire, Coach, and Retain Top Talent | Topgrading

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