* PROFESYONEL GİYİN.
* YANINDA SU. KAĞIT KALEM OLSUN.
* NOT AL. ENERGETIC AND CONFIDENCE.
* CHANGE YOUR VOICE AND SMILE. HAREKET ET.
* LISTEN TO THE QUESTIONS. GIVE CLEAR ANSWERS.
* AŞIRI KONUŞMA. UM..OH..GİBİ ŞEYLER SÖYLEME. KISA VE NET OL. AMA DETARYLARA HAKIM OL. SHOW INTEREST.
* KONUŞMASINI BÖLME (2-3 SANİYE BEKLE). SONUNDA TEŞEKKÜR ET.

PART 1: GİRİŞ

- Hi Gurkan. It’s me Sasha.

B: Hi Sasha. I was expecting your call. How are you?

- Am I spelling your name correct?

B: Yes, it is all right.

- Do you hear me?

B: Yes, it’s loud and clear.

\*\*\* No actually, your voice is making echo.

- Sasha introduces himself.

B: It’s good to have this interview with someone like you, who has military background.

PART 1: MUHTEMEL DİĞER SORULAR

- Were you expecting this call?

B: Yes, I am. I have exchanged several e-mails with Amazon and your name was in the e-mails. So, I am ready for the Interview and I would like to thank you for giving me this chance to prove my qualities for Amazon through this telephone interview.

PART 2: INTRODUCTION OF YOURSELF / PERSONNEL QUESTIONS

- Tell me about yourself.

My name is Gurkan. I am 44 years old. I am married and have 4 kids.

I was born in Bursa, Turkey and I graduated from military high school and Turkish Army Academy on 1999.

After I serve to my country with great honor as an officer.

I was platoon and company commander for 7 years during this time I was commanding troops that contains 100-200 soldiers. By this time, I practiced and enhanced my professional management and leadership capabilities.

In general, I was responsible for operational and logistical management of those units. But specifically, in addition to daily control and coordination, I was responsible for the task allocation to my ranking subordinates and responsible for their performance. In this position I also spent great deal of effort and time for the optimization and simplification of the workflows.

Between 2011-2014 I was at SHAPE in Mons, Belgium. I was project officer for strategic policy issues.

During my NATO assignment, I gained the experience of working in an international organization with people from different nationalities and improved my management and intercultural skills in a multicultural environment.

After that assignment I have been employed in Turkish General Staff again a project officer for NATO Strategy. During this time, I was accompanying Defense Minister at the NATO HQ meetings and I was speechwriter for the Turkish Chief of Staff.

All of a sudden Erdogan regime, who set up a plot in July 2016 to discard all officers who is not supporting his and his closest ally’s ideas is found themselves in the government list to be dismissed from their jobs. I was one of them.

Afterwards I am employed by one construction company as a project manager for both international tenders and developing an armor for containers.

After my 1-year term with that company I worked in translating company in 3 languages; English, French and Arab.

Since there is no rule of law in Turkey, I decided to leave my country and come to France in July 2020.

By this time, I finished a Data Science course from internet.

Now I work as an IT specialist in company named “Etape” in Vire, Normandy.

I have 3 masters degree, one in international relations, other in Leadership and the final one is advanced military studies which I have had in Turkish War College to become staff officer.

I love to participate to trekking groups. In Turkey I was attending. In Vire I found one group but since Covid measures this group did not make regular activity.

Besides I love data analytics, that’s why I finished data science pattern.

As a conclusion I believe that I’ve accumulated significant operational and logistical knowledge, experience and skills, and I would like to exercise them in a decent environment like Amazon where I can add value to people and processes and use all this job experience and academic education for a successful career.

- Do you work any area in France?

B: Yes, of course. I am very comfortable with this. I can work anywhere in France or in Europe. I used to work several places in short time period from military.

Additional information: Because as an ex-officer, as you know, I am used to work in different places. I used to change my working environment every 2 or 3 years. Therefore, I can easily adapt myself in job anywhere in Europe.

- When can you start­?

B: I am ready for work whenever Amazon wants, and I am enthusiastic to begin as soon as possible. I mean when you say immediately, no problem from my side.

- What is your French level?

B: I speak and understand French very well. I currently work in Etape company in Vire, Normandy. I experience no difficulty in running my business.

- When did you leave your military job? How many years you have experience?

B: I left the Army while I was in the rank of Major. Until that time, I had served the army for 17 years as officer in 9 different positions and before I had been a military cadet for 8 years. So, in total we can say that, I had been in the army for 25 years.

PART 2: MUHTEMEL DİĞER SORULAR

- What did you do after your military job finished?

B: I was very active even after that brutal processes. I made one construction company to enter to NSPA list and bid for international tenders, and I designed a totally new armor for the containers they produce.

My term was 1 year with that company and afterwards I did translation in 3 languages.

Then I moved to France for security reasons and I am living here since July 2020 together with my family. In France, we have built a new life for us. Since then, I have focused on improving my French.

- Where do you live now?

B: I am living in Vire, Normandy since July 2020.

- Which languages you speak?

B: Turkish is my native language.

I know also French and I use it in my daily life and professional job.

My English is advanced level, and I can also speak Arab in daily life easily.

- Do you have working rights in France?

B: I have the permission to work in France. There are no restrictions on me.

- What is your license degree?

B: I graduated from National Defense University in Ankara as System Engineer.

- Do you ready to work in shifts? Do you ready to work in weekend and night?

Because I had a long military career, I am very used to work in shifts or working extra hours at nights or at the weekends. Therefore, I am ready to work in shifts or for working extra hours.

- In your working environment you are supposed to work in big groups. How many people you directed under your supervision?

In my platoon commander role, the units I was directly responsible for were approximately 50 soldiers and 2 non-commissioned officers. I did command like this troop 2 times; between 2000-2002 and 2004-2006.

Having said that since I was only officer in the company my responsibility was further comprises all thew company of 200-250 personnel for especially military training and discipline issues.

In the year 2006 I became company commander. First, I commanded mechanized infantry company, which consisted around 200 people and bunch of armored personnel carriers. I was responsible for not only the logistics of the company but also the military training.

However, logistics took most of my time because I had to coordinate all maintenance of my equipment, rations of the soldiers, repair of military vehicles and equipment.

I had to keep around 40 vehicles and several type of guns always in good form. That means a big circle of logistic activities.

Then in 2009-2011 I was company commander for a cadet company in Military High School of 200 cadets. In this responsibility I was preparing the young cadets to became staff officer. So I was responsible for everything, logistics, morale, daily life, military training etc.

PART 3: AMAZON SORULARI

- Why do you think you should work in Amazon? 3 dk.

Because Amazon is professional organization. It has values and most importantly it has guiding principles. So not everybody should work in Amazon. The one who has this kind of values and principles should work.

There are several reasons;

1. I read carefully what Amazon expects me from this role. I think that Amazon is best place for my past experiences and for my career improvement expectations.
2. I practiced all principal responsibilites written in job description throughout my career, both in national and international military environment and in civilian company. I commanded 150-200 men for 7 years both as platoon and company commander. You were also soldier Sasha. The term command includes giving direction, motivating and developing a unity sprit. So I managed all the dimentions of these people, from individual requirements to logistics, from military training to morale. I also give direction for the prefabricate company consisting 20 engineers, and 80 employees when I was project manager dealing with the enhancement of the flow of operations in factory.
3. There are 3 main duties of Area Manager, if I am wrong please correct me Sasha.
   1. On run the shift thing I will manage the flow of products in my zone. As a former soldier, I participate numerous training, exercises; so I was part of this running process in whole my career. So I can run my shift perfectly.

, I believe that my leadership philosophy, with respecting very first degree employer and their managers, I will create an environment in which every employee reaches his/her perfection. So any operation in my area will be done according to in place criteria, whilew my focus will be to optimize the processes and develop continually.

* 1. For managing people, I have leadership experience in military environment for 7 years and in civilian environment for 2 years. I am a good personnel manager. I have open and friendly leadership style. I trust my people but I control the job. I am very friendly to people, but I am necessarily tough on the job time and on the job itself.
  2. For process improvement, I always question the status quo. I search for innovation and do make continuous improvement of my processes. In military, as an officer, I was custadian of this principle in order to provide safe and sound environment for my soldirers and in civilian factory, my time passes in innovation office, trying to optimaze the processes.

1. Second main reason of why I want to be part of Amazon is career expectations. Amazon is international company. So I think I will find good opportunities in France and in international context to exhibit my leadership abilities and promote. I am not such a personality to work in one place and earn money and retire. I always believe that everybody lives to reach his or her perfection. I think I will reach my perfection in this company.
2. The service that Amazon has provided to people, especially to the elderly, in this corona time, is very meaningful to me. And I would like to be a member of this organization.
3. I have language skills both french and french.

That’s why I thought that I should work at Amazon.

But above all Sasha, I think I am a perfect match for the leadership principles. I do really believe effect of leadership to the personnel. When I read Amazon principles, I thought that this place will be perfect environment for me to show my capabilities.

How can we know that you are the right person for Amazon and Area manager?

Because I think I match the conditions. On the material side I can fulfill all the requirements of the post, I can run my shift, I can direct, motivate, encourage to perform their best of my people, and I can improve the processes including security&safety.

I did those 3 functions and more in my career with successfully. So Amazon should be comfortable to give this function to me.

- What is Amazon? What do you know about Amazon?

Although I had a good amount of information about Amazon, in this process I read, listened and watched more about Amazon’s working environment and its culture. I would like to mention just some of them.

Amazon is the world’s largest and pioneer online retail company founded by Jeff Bezos. Starting as an online bookstore, today Amazon has reached a number of products and services, including: Amazon prime, Amazon Web services, Fire Tablets, Echo and Alexa, kindles.

Amazon is a customer obsessed company. Therefore, customers can access to any product that they want. But actually, Amazon is making life easier for all its stakeholders. Regarding this situation, Simon Torrance successfully defines Amazon as a “flywheel that everybody in their ecosystem benefited from. Sellers, customers, employees even governments and so on”. Because Amazon makes trade easier and more effective for all the stakeholders.

Amazon shows entrepreneurship in using the latest technology in its’ services. For example, I know that robots are being used in Amazon’s sorting or Facility Centers, which is setting the ground for the future of work.

Also, I find it very valuable what Amazon makes for the eco system.

In my opinion what makes Amazon even bigger is its guiding principles, respect for diversity and valuing differences. It is a data driven company, guided by 14 principles, but mainly:

1. customer obsession rather than competitor focus,

2. passion for invention,

3. commitment to operational excellence,

4. long-term thinking.

Amazon is a company that improves itself constantly together with its employees. And finally, amazon is known with its challenging and effective recruitment process that I am experiencing right now.

PART 3: MUHTEMEL DİĞER SORULAR

- Amazondan beklentin nedir? What is your career expectancy in three years?

That’s a good question. Thank you for asking.

My biggest expectation from Amazon is to give me the opportunity to realize myself, use my skills and experience within its environment and let me to contribute to the success of Amazon.

Secondly, I would like to have the opportunity to grow professionally in my career path in Amazon because I am sure that I will make a good contribution to Amazon.

In addition, I expect to work in an inclusive, respectful team, which supports me to learn more, improve myself and fulfill my tasks.

PART4: Fit for the position of Area Manager

- What do you know about this role? He gives information about the post.

Area/Shift Manager is one of the managing positions of Amazon. It is mainly responsible for running a faultless delivery process by controlling and coordinating the activities in this process. He also optimizes the delivery process by implementing performance indicators (such as punctual deliveries, etc.) and also by developing solutions.

Area/Shift Manager is also responsible for its team. He allocates tasks to his team members and runs the communication with the internal and external suppliers. Moreover, he leads and motivates his team to accomplish their tasks perfectly and exceed the quality standards.

By accomplishing his tasks, area manager contributes to the Amazon Business Plan in his area of responsibility.

PART 4: MUHTEMEL DİĞER SORULAR

- What would you do if you become area manager?

B: I know that Amazon is a customer obsessed company and wants to satisfy one of the basic needs of customers, which is early or fast delivery. Therefore, as an Area/Shift Manager, I focus on reducing the time of delivery to customers. For that, I effectively monitor all the delivery activities and solve the problems beforehand. My main responsibility is to satisfy our customers by running a faultless delivery process in our center and consequently deliver the products to the customers with the best quality and in a short time.

I don’t hesitate to use the latest technology and always be in search of new technologies which are offering software or hardware solutions for making my logistic process more effective. And as soon as I find out one, I offer it to my seniors and after approval I equip employees with this latest equipment. Of course, I can’t achieve this alone. I motivate my team and third-party providers to be involved in this process. I manage my team towards this goal. For that, I put into practice improvement methodologies such as Lean, Kaizen and Six Sigma in order achieve continuous improvement in the workplace and increase the quality of the work.

We will be the last part of the chain through the customer. So, we don’t have the luxury to fail or give up from the quality of our work. I set controls or indicators of excellence for all jobs and thus maintain the level of excellence in our work. Otherwise we won’t serve to the aims of Amazon and especially to the causes of Amazon centers.

- Is not that post low for you?

Maybe yes. But honestly, I am new in civilian sector. Therefore, I would like to start with a lower position and grow professionally in my career path by learning.

PART5: LEADERSHIP PRINCIPLES (Kısa ve net ol. Ama detaylara hakim ol, data ver. Motivate, Influence, Teamwork, Problems konularında sorular gelebilir.) STAR Result kısmında kendime ne kattım mutlaka ifade edilmeli. Sen ne kazandın.

- Customer Obsession (LŞM iken Taburlar customer idi. Arızaları giderilmiyordu. Nedenini bulduk. Fabrikalarmış. Takip ettik, çözüldü, iyi perfromans olarak kayda geçti.) INFLUENCE

B: In 2012 I was appointed as the Chief of Logistics in an Army Brigade HQ in İstanbul/Turkey. My job was to run the logistics processes for the Brigade. We had 6 Battalions consisting around 2000 soldiers, all of which were my direct customers. At the beginning of my assignment, they were having a long-standing problem about receiving their defects back in a short time and this was affecting their combat missions. As Chief of Operations, I couldn’t accept this situation and I had to solve the problem in order to satisfy my customers, Battalions. Firstly, I focused on detecting the resource of the problem. I conducted meetings with my Branch and the Logistic Sections of the Battalions. Then I realized that the problem stemmed from military factories which are repairing the defect. They were very busy, and they were simply delaying the repairment of the brigades, which weren’t insisting to have their defects in time. This is the fault of my Branch because we were responsible to follow the flow of defects from the factories. So, I tasked one of my best NCO for following this flow and warning me if there is a delay. I set up also good relations with the Commanders of the Factories. Whenever there was a delay in the flow from the factory, I phoned to the factory commanders and we had our defect delivered in time. Consequently, the defect level of the Brigade decreased dramatically and conversely the efficiency and satisfaction of the units increased. Brigade Commander evaluated this as a great achievement of mine and an indicator of my good performance and stated it in my evaluation report. Since then, I have focused first of all to the requests of customers as Amazon does.

- Most of us at one time or another have felt frustrated or impatient when dealing with customers. Can you tell us about a time when you felt this way and how you dealt with it? TABURLARIN MALZEMELERİNİ İSTEMESİ AMA BEN SAKİN KALDIM. PROBLEM

- Ownership (NATO’da arkadaşım yoktu ama ben onun işini de üstüme alarak ICRC vs. Ve çok başarılı olduk.) (Aynı zamanda subay olarak zaten kuralımız her gördüğün yanlışa müdahale et. Senin sorumluluğunda olması önemli değil)- DERYAN

- Invent and Simplify (NATO’da yeni gelenlerin eğitiminden de sorumluydum, zorlanıyorlardı dökümanları bulmada. Ben bir arayüz yaptım. O kadar kolaylık sağladı ki şube deki diğer personelde bu arayüzü kullanmak istedi. Dağıttık) INFLUENCE OR PROBLEM

- Are Right, A lot - Good Intuition and Judgement (LŞM iken ilk tatbikatta birlikler kumanya götürmek istedi ama ben yemek hazırlarız dedim. Ve hazırladık. Herşey planlandığı gibi gitti.) Karşı fikir beyan edenleri de dinle ve fikrini geliştir. TEAMWORK UYARLANABİLİR

- Learn and be Curious (devamlı öğrenme ve sorgulama üzerine bir hayat. NATO veya PhD)

- Hire and Develop the Best (iyi olanlarin önünü açma) HASAN-KOÇ, MENTÖRLÜK YAPTIĞIN

INFLUENCE OLABİLİR VEYA MOTİVATE

- Tell me about a time when you had to deal with a poor performer on your team. Konuşup, motive etme suretiyle BİREYSEL performansı artırma. DERYAN - INFLUENCE

- What did you do when you needed to motivate a group of individuals or promote collaboration on a particular project? (AMAZON WEBSİTE) DERYAN - TOPLU MOTİVE - TEAMWORK

- Please tell me about a time you had to fire a friend. (STAR PAPER) PROBLEM

- Have High Standards. (her zaman daha iyisi. ownership ile bağlantili) (LŞM iken yemeklerin iyileştirilmesi ve yemekhanelerin güzelleştirilmesi.)

- Think Big (BÜYÜK VİZYON SAHİBİ OLMA) (NATO’da organizasyonların tatbikat sürecine katılması. Büyük bir olaydı. OWNERSHİP DEKİ ÖRNEKLE KARIŞTIRMA)

- Bias for Action (Quick Decisions and Move Forward) (Askerin acilen hastaneye- DERYAN)

- Being Frugal (inventing solutions in a cheaper way) NATO görevinde milli bütçeyi kontrolü.

- EARN TRUST OF OTHERS (başkalarını suçlama, onların güvenini kazan, söylediklerini dinle, sürece dahil et) (LŞM olarak intikal planı istediler. Fazla mesai demekti. Motive ettim. Gruplara böldüm. Fazla mesailerini sonradan telafi ettim. Böylece güvenlerini kazandım. Sonradan hiç böyle birşey olmadı. Ne zaman çağırsam mesai yaptılar.) TEAMWORK

- Dive Deep (KNOWİNG DETAİLS) NATO görevinde eğitim planlaması. Derin analiz yapmam gerekiyordu. Ve elde plan yoktu. Okudum soruşturdum ve bir plan çıktı ortaya.

- DELİVER RESULTS (SONUCA GİT) NOT PERFECT QUALİTY RİGHT QUALİTY (Tugayı tatbikata hazırladım ama yanlış oldu. Vakit kaybettik. Bu kritical failure a da örnek verilebilir. Daha sonra bizden istenen en lizumli şeylere odaklandık ve diğer faaliyetleri iptal ettim. Sonunda inspection da başarılı olduk.) PROBLEM

- HAVE BACKBONE: DISAGREE AND COMMIT (karar verilene kadar her türlü data yı söyle. Karar verildikten sonra artık olaya asıl) (Tugay komutanın eski firmadan yemek tabakları alma kararına karşı çıktım. Tugay komutanı illa oradan alalım dedi. Ama verilerle küçük bir denemeye ikna ettim. Kabul etti. Ve aynen de dediğim gibi oldu.)

- Self- Critical

- Give me an example of an idea you had that was strongly opposed. Why was there so much resistance? How did you handle the negative feedback? (Tugay komutanın eski firmadan yemek tabakları alma kararına karşı çıktım. Tugay komutanı illa oradan alalım dedi. Ama verilerle küçük bir denemeye ikna ettim. Kabul etti. Ve aynen de dediğim gibi oldu.) PROBLEM

- Give me an example of a significant professional failure. What did you learn from this situation? İLK DENETLEME BAŞARISIZ AMA HATAMI ANLADIM, ASTLARIMIN KABİLİYETİNİ BİLMELİ VE ZAYIFLIKLARINI GELİŞTİRMELİYDİM.BAŞARISIZLIK-TUNCER

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PART 5: MUHTEMEL DİĞER SORULAR

- What are your leadership skills?

B: I can summarize my core leadership skills with 4C, namely communication, coordination, coordination and collaboration. I believe that, motivation plays a key role in leading teams. Therefore, I always search ways for increasing employee motivation in the work environment. Leader should also have high ethical and moral standards to create a safe and trusting environment. Flexibility is also important for leaders in order to show openness to new ideas and approaches.

- Amazon Liderlik prensiplerinden en çok hangisi sana uyuyor. Neden?

Actually, ownership is my favorite. Without showing a sense of ownership, I believe an employee can’t motivate himself to show performance at the desired level. Employees without the feeling of ownership restricts themselves in a narrow area of responsibility which also restricts their contribution to their job. That means low performance and it is not acceptable for me.

- What are your weaknesses?

B: I can work wonderfully as a team, but sometimes to develop creative or new ideas, I would prefer to think alone, collect my thoughts about the issue. But not always of course. I like to discuss the result again with my colleagues and then deal with criticism.

- What do you see as your greatest strength?

B: Softskills: Analytical skills

Through my many years of national and international career, I have developed my administration and organizational knowledge and experience and gained practical experience in organizing, planning, monitoring and dealing with people from different cultures and social backgrounds. So far, I have worked in 5 different positions and in each one I have learned and experienced something new.

My strengths lie, apart from the ability to work in a team and in communication, in my careful and detail way of working.

My career has made me an independent and goal-oriented personality. I can quickly integrate myself into a team and adapt to new situations. During my career, I quickly integrated myself in several diverse jobs and then successfully contributed.

That I am curious and therefore like to learn. I just enjoy learning new knowledge and understanding how things are related and working. I learn very quickly. I have good affinity with modern devices and technique.

I am very resilient and get along well with stress. I am very reliable and can always carry out transferred tasks to full satisfaction. In particular, I can quickly familiarize myself with new topics and quickly implement new knowledge.

Hard skills:

Besides my bachelor and master’s degree in Management, I have 9 years of leadership and logistics management job experience in the army in 4 different positions. In addition, I have about 2.5 years’ experience in international cooperation (NATO).

- What are your criteria for success? Neye dayanarak başarılı olduğunu düşünüyorsun dedi? Objectiveler ve kriterler.

According to me success should be always measurable. Therefore, measurable objectives, and performance criteria in the annual official evaluation system is very important. According to me, the employees which can reach or accomplish those objectives or criteria are successful. As a manager, I make notes in my computer about the performance behaviors of my employees. I open each of them a special file and record their behaviors according to criteria of the yearly evolution form. I stay always in communication with my employees and give them regular feedbacks about their performance. I also declare those evaluation criteria to the employees and make the process clear for them. I mean, I play the game transparent and fair.

- Last time that you had to apologize someone

When I was a young company commander, the battalion personnel officer told me that he wanted to assign a talented sergeant in my company to another company. I was disagreeing with him. But he did so. After that I was angry with him. But when I saw the sergeant’s performance at the other company, I realized that he was right, and I apologized him. Because he made it for the sake of battalion.

- When do you think it is the time to say a customer no, for an unreasonable request?

Of course, it is the last resort. And there is always a solution. Especially when the customer is angry, I never say no. I would tell the customer that I will inform him in a short time. So, I calm the nerves of the customer. When the requirement is against the company rules, I call the customer and tell him. In this way I make him feel valuable.

- How do you develop client relationships?

Communication is the key. I am always efficient with my communication skills. I make the customer to feel that she is valuable for me. Maintaining integrity and being transparent with my objectives are also essential.

PART6: KAPANIŞ SORULARI VE KAPANIŞ

- Do you have any question?

B1: If Amazon employ me for this position, how will be the orientation process? How long does it take?

- Any more questions.

B: No, that’s all. Thank you.

- I thank you Mr. Yüce. You will receive an answer from us in 3 or 4 days. Have a nice day.

B: I would like to thank you so much Gemma for your kindness and understanding. Have a nice day. Bye.

Pourquoi etes-vous le candidat ideal ?

Pourquoi devrions nous vous embaucher ?

Entretien d’ambuche

**Pourqui amazon?astuces pour la recrutement**

1. **Parle sur le sujet vision.**

J’ai trouve la culture d’enterprise qui me ressemble c’est quelque chose d’important.

Chez Amazon la vision est claire et c’est d’etre l’entreprise l’a vu centree sur le client au monde.

Je vraiment partage cette vision.

Cette vision est declare de manière plus precise dans des mechanismes. Ce mecanisme se sont de leadership principeux.

Je les vois

Pour etre sure chaque salarie est un leader

Cette personne soit customer obsessed.

Depuis plusieurs annees je encadre des equipes qui sait plus forcement

Danser dans les details.

J’ai bonne competence. Je suis sympa. Je sais tout les details de travaille, encadre, motive et resoudre les problem complex.

mes compétences et background sont compatibles avec ce métier

Je sais travaille avec equipe. J suis respectueux des autres.

Culture l’emportent sur les competences.

Je suis d’accord avec Valeur fondemental d’amazon

1. Developper un processus homogene pour tout le monde

Plus just vis-a-vis chacun des

Processus est tellement bien cadre

J’ai bonne humeur.

Premier entretien telephonique.

Si premier entretien est bonne a ce moment le candidat fasse un deuxieme entretien telephonique.

Je me concantre enormement sur les leaderships principals.

1. Le fait de passer a l’echelle au dela du seuil haut.

Je me attache aux a la vision au principe de leadership

Bar raiser :

1. Les questions :

Learn&Be curious

On laisse toujours de la place pour qu’ils puissent poser des questions

%20: candidat pose les questions

1. Vraiment responsable de ces recrutements.

Fait de liberer le silure de toutes les taches de recrutement.

Ensemble de l’entreprise se sont responsables de ces recrutements.

Je encourage enormement

Je recommende des gens de mon entourage les postes ouverts.

Je toujour fonctionner comme start-up,