



“TOP 10”

VICE PRESIDENT OF OPERATIONS

Take about 20 minutes and walk us through your resume. Start from the beginning and walk us through each company, why you were hired, your responsibilities and accomplishments. After each company tells us why you left.

1. What are your current overall responsibilities?

2. How large a team do you currently oversee?

3. What KPI's do you monitor each day to manage your business?

4. What is your management style?

5. What level of P&L responsibility do you currently have?

6. Are you currently on the management team?

7. How involved have you been in the strategic direction of your company?

8. What international experience have you had in operations?

9. What has been your involvement in the long-range planning process of your current company?

10. Describe the current culture in your company and tell us what you like and dislike about it?

For additional questions go to: www.DirectSalesExperts.com



CRAIG A. FLEMING
FOUNDER AND CEO

ABOUT DIRECT SALES EXPERTS INC.

Direct Sales Experts is a global Executive Search Firm that specializes in “Leadership Identification”. Their focus is the Direct Sales, Network Marketing, MLM, Party Plan and Social Selling channels. At Direct Sales Experts they have spent a lifetime building relationships with the channel's strongest leaders. By utilizing a network of 50,000 executives, their focus when working for you is to identify, interview, qualify and deliver quickly high performing proven leaders to help grow your business. Many of the world's leading Direct Sales Organizations seek advice and council on Executive Recruiting, leadership development and succession planning.



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Name of Candidate: _____

Date: _____ Time: _____ Interviewer: _____

ANSWERS:

1

2

3

4

5

6

7

8

9

10

COMPANY PRIORITIES:

Check the Box Yes or No if the person fits in the organization and then rank 1-10 with 10 being a perfect fit.

	Fit Y/N	Ranking 1-10	Thoughts
Culture			
Leadership			
Skill Sets			
Articulation			
Team Player			
Management Style			
Attitude			
Enthusiasm			
Charisma			
Appearance			
Vision			
Mission			
Strategic Thinking			
TOTALS			

INTERVIEWER FINAL THOUGHTS: _____
