

# “TOP 50”

## INTERVIEW QUESTIONS

### PRESIDENT

1. How do you see your role changing now that you look to take on the role of President?
2. How will you go about working with the CEO, describe those dynamics and what challenges you see?
3. Our culture is extremely important to everyone here, how do you align with our culture and what will you do to help reinforce it?
4. Now that you will be taking on a more operational and administrative role what areas of efficiencies will you look to address immediately?
5. In your previous 3 companies what areas of the business reported to you?
6. What 3 words would best describe you best?
7. What experience have you had in implementing systems, policies and procedures across a large enterprise?
8. What is managements job?
9. Have you ever been involved in changing the compensation plan to better align with corporate goals? Describe the process.
10. How many people have you hired and fired at your last company?

*For additional questions go to:* [www.DirectSalesExperts.com](http://www.DirectSalesExperts.com)

#### 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 \_\_\_\_\_
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## 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	_____	_____	_____
	_____	_____	_____
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<b>TOTALS</b>	_____	_____	_____

**INTERVIEWER FINAL THOUGHTS:** \_\_\_\_\_  
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# TOP

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### PRESIDENT

11. What makes you qualified to become our President?

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12. What has been the largest P & L you have been responsible for?

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13. On a scale of 1-10 where would you fall in terms of your financial acumen?

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14. Have you ever been involved in writing and developing a long-term strategic plan?

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15. How have you dealt with a group of angry distributors who do not agree with your direction?

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16. What do you like to do for fun?

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17. What has been your experience with legal compliance issues?

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18. What type of experience have you had with HR? Provide examples.

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19. Have you ever overseen manufacturing operations?

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20. What type of international experience have you had and what has been your results?

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**CRAIG A. FLEMING**  
FOUNDER AND CEO

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- 11 \_\_\_\_\_
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### PRESIDENT

21. What role should technology play in our company and what experience have you had in supporting this group?

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22. What role should Customer Service play within our company?

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23. Would you consider Customer Service a C-Suite position?

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24. Describe a few people that you have mentored, where are they today and how were you instrumental in their careers?

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25. How would you go about reducing budgets by 40% if the results mid-year were not on tack?

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26. What KPI's have you found to be critical for early detection of issues and how have you assembled those for viewing?

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27. Have you ever used a quality management system software?

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28. How do you like to communicate with your direct reports and members of their teams?

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29. Have you had any experience in re-branding a company?

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30. What has been your involvement in product development?

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- 21 \_\_\_\_\_
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31. How have you worked with marketing in the past to increase sales?

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32. What is your philosophy on events, incentives and recognition?

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33. How do you set priorities? Walk us through your thinking process.

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34. What has been your experience with performance reviews and how have you seen them be most effective?

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35. How would your current boss describe you?

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36. What are the last 3 books you have read and what have you taken away?

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37. What are your biggest strengths?

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38. What weaknesses have you been working on?

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39. How do you measure success?

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40. What amount of field time will be necessary for you to stay in touch with the sales organization?

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41. How do you keep your executive team motivated and engaged?

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42. How do you resolve conflicts?

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43. How would you handle one of your direct reports going around you to the CEO with their concerns?

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44. What is your management and leadership styles?

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45. Have you had any experience is mergers or acquisitions?

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46. Do you encourage offering business building deals to experienced MLM leaders?

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47. What has been your experience with change management? Provide a few examples.

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48. How do you stay informed of current trends within the channel?

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49. How soon would you be available to start?

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50. Do you have any questions or final comments for us?

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