



BUILDING OUT YOUR FIELD BASED TEAM

A BLUEPRINT FOR GROWTH



IS IT TIME TO BUILD OUT YOUR FIRST FIELD BASED TEAM?

Do you need to expand your current field based team or add a new team? If so, a methodical process that addresses your organizational needs and includes internal and external stakeholders is essential. The “plug and play” models of the past may not be the most effective or efficient way for your organization to approach the current market environment to achieve your goals.

SARTO'S PHILOSOPHY

is driven by our mission to provide tailored solutions that will help you grow your business by developing your people through effective management training, leadership development and coaching.

BUILDING FROM WITHIN

Learning how to effectively build out an organization is essential for leaders. Possessing this fundamental skill set enables leaders to execute the process internally and provide on the job training for team members. Nobody knows your organization better than you do, with the right coaching, you can learn how to plan and execute successful organizational build outs and repeatedly apply the process when necessary.

STRUCTURE WITH PURPOSE. HIRE WITH CLARITY. LEAD WITH CONFIDENCE.

KEY LEARNING AND COACHING AREAS

- Building team structures that align with organizational strategy
- Developing candidate roles and responsibilities that will drive organizational objectives and promote corporate culture
- Applying disciplined candidate identification and selection processes to ensure competent candidates with good organizational fit are hired
- Developing an objective interview process with customized interview guides, cross-functional interview teams and structured debrief sessions
- Including relevant cross functional stakeholders throughout the process to ensure transparency and investment in the outcome
- Creating an onboarding process that prepares new hires for success and aligns with organizational short term and long term objectives