Twitter Thread by TY FRANKEL



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Building Your Dream Team

>> How to Hire Your First 5 Employees

Steal my Hiring Gameplan & Scale to the Moon ■

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// THREAD //

OVERVIEW & STRUCTURE

Your first 5 hires:
- 2 Admin Assistants
- Head of Admin
- Operations Manager
- Sales Closer

Admin Assistants report to Head of Admin

Head of Admin & Closer report to Operations Manager

Operations Manager reports to you

O&S (CONT)

1 trusted person reporting to you = no headache

Interview 3-4 candidates & choose 1 for each position

HIRING FLOW
Application Received --> Hiring Tests --> Quick Phone Interview --> Video/In-Person Interview --> Hire

ADMIN ASSISTANTS

Hire off https://t.co/q88s6kkXk7

Pay $5-7/hr if you're smart

$3-4/hr if you like headaches & micro-managing

Most likely 22-30 years old... fresh out of college & hungry

ADMIN ASSISTANTS 2

Traits you want
- speaks & writes English well
- follows directions to the T
- thinks critically
- great attention to detail... doesn't make simple mistakes
- types 50+ WPM

Read my thread on hiring a VA/Admin Assistant

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https://t.co/kb2mbExYKV

> **THREAD**
>
> HOW TO HIRE A \U0001f525 VA
>
> This thread is so valuable \U0001f440
>
> Go On, Keep Reading \U0001f447\U0001f3fc
>
> — TY FRANKEL (@THETYFRANKEL) December 8, 2020

HEAD OF ADMIN

Hire off https://t.co/q88s6kkXk7

Pay $8-13/hr

Can easily hire a ■ Admin Assistant & promote within 2 months... it's what I do

Traits you want
- does everything an Admin Assistant can do
- knows how to lead a small team
- great communication
- types 60+ WPM

OPERATIONS MANAGER

Reach out to your network

and cold outreach to passive (not seeking a job) people to find candidates

Pay $18-30/hr

Traits you want
- does everything Head of Admin can do
- exceptional organization across diff mediums & platforms

OPERATIONS MANAGER 2

Traits you want continued...

- critical thinker, high IQ: helps you with complex tasks (process creation, automation, hiring, biz dev, etc)
- great motivator

CLOSER

Reach out to your network, recruiting & staffing agencies, sign up on CloserConnrct, Sales Heads, SalesJobs, & Rainmakers to find candidates

Pay Closer $150-500 per client closed

Traits u're looking for
- personable/charismatic
- active listener
- knows art of sales

CLOSER 2

1 TEST
- Send them YOUR product/service
- Give them 2-3 days to study
- Get on a video call (record it too)
- Tell them to close you on your product/service
- Give them objection after objection
- See how they handle it & are able (or unable) to close you