

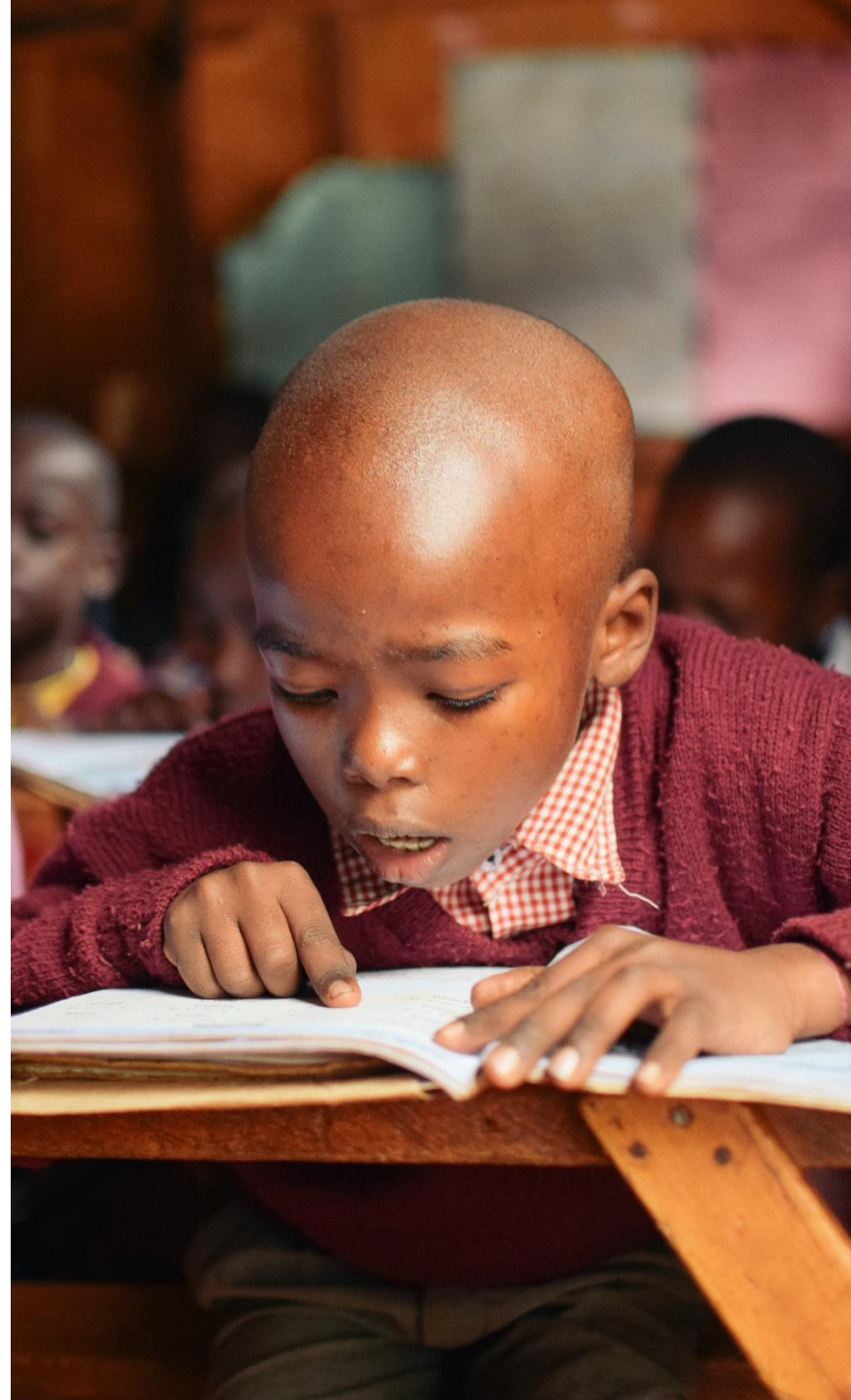


**Every school a vibrant place for children to thrive and succeed.**

**Dignitas** is a leading education development organization.

We use an innovative training and coaching approach to empower schools and educators in marginalized communities to transform students' opportunities.

We imagine a world where schools are a vibrant place for all children to develop the skills and strength of character to thrive and succeed.





**2020:**  
**120 Schools**  
**450 School Leaders**  
**33,000 Students**



# How does Dignitas make a difference?



At Dignitas, we empower educators to transform their schools through **leadership development and instructional coaching** so that their schools become vibrant places of learning where all children thrive and succeed. Dignitas has identified three levers of transformation that catalyze **quality teaching and learning**:

Instructional  
Leadership


Classroom  
Culture

Learner  
Engagement

**What does 'hiring right' have to do with leadership development?**



# Pair and Share!



What makes you  
the best person  
for the job?



- What resonated with you?
- What surprised you?



**A guide to making  
awesome hires...**

**4 Top Tips**



# Hiring Right – Take your time!

Investing time and energy in getting the hire right saves a lot of time and energy in the long run.

- Develop clarity on what you need from a role
- Think carefully about the hiring process – what are you looking for and how will you identify it?



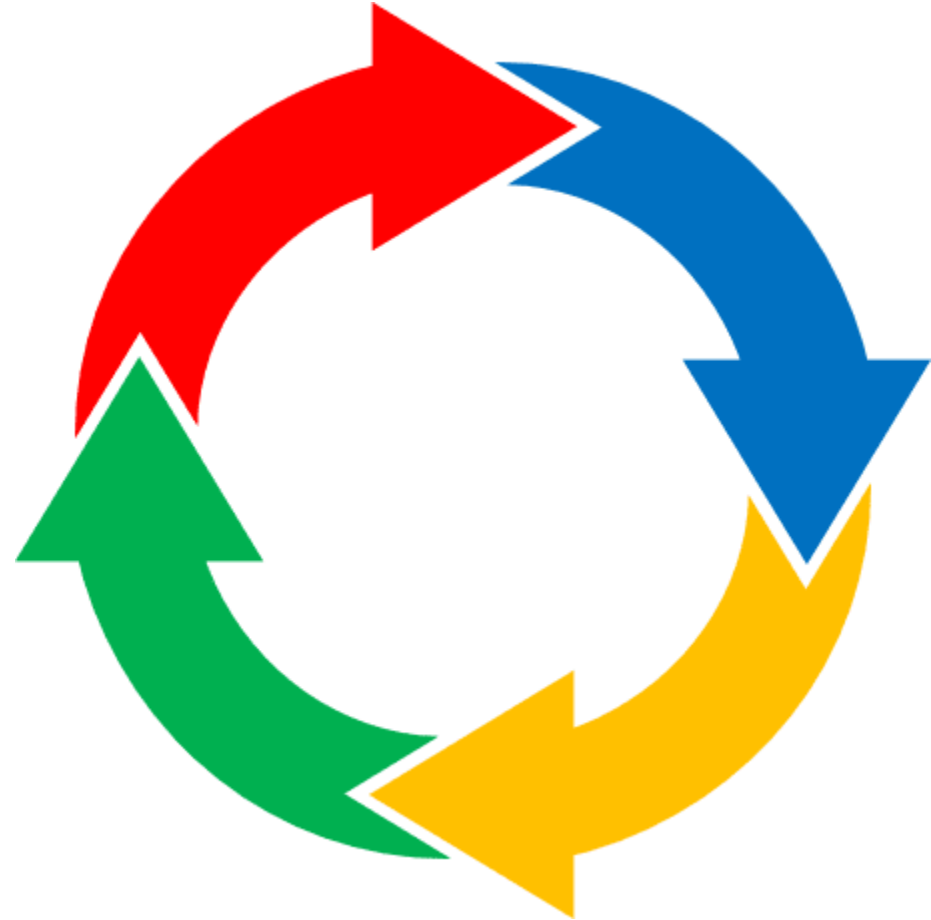
# Hiring Right – Know who you need

- Take the focus off qualifications, and onto experiences
- Don't ask candidates "What skills do you have?", rather "How did you apply your skills and to what result?"
- What are your current pain points that this hire is intended to relieve? Be realistic!
- Think Competencies



# Hiring Right – Design the Process

- Leverage the hiring process to identify the competencies, application of skills, and experience you need.
- Present challenges similar to what you'd expect them to deal with once hired.



# Hiring Right – Think about fit

- Don't force a square peg into a round hole
- Don't underestimate the importance of aligned values
- “Culture eats strategy for breakfast”





- 1. Take your time**
- 2. Know who you need**
- 3. Design the process**
- 4. Think about fit**

# What next?





**Thank you!**

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