



5 Simple Tactics for Finding and Hiring

RETAIL SUPERSTARS



Hiring a Rock Star!



Robin Jean Sassi and Kimberly Deverell

NAMM | U



Grow Your Business

About Your Speakers...

About Your Speakers...

Robin Jean Sassi

- Owner, San Diego Music Studio, Est. 1994
- California Licensed Attorney
 - Corporate Law
 - Business Litigation
 - Trusts and Estates



About Your Speakers...

Robin Jean Sassi

- Owner, San Diego Music Studio, Est. 1994
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 - Corporate Law
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Kimberly Deverell

- Head of Operations, San Diego Music Studio, Est. 1994
 - Oversees a team of teachers, brick and mortar retail and online operations employees
 - Over 15 years experience in hiring





5 Easy
Steps:





5 Easy
Steps:





5 Easy Steps:

Resume





5 Easy Steps:





5 Easy Steps:

Resume

Background Check

Written Test



5 Easy Steps:

Resume

Background
Check

Written Test

Deal
Breakers



5 Easy Steps:

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Written Test

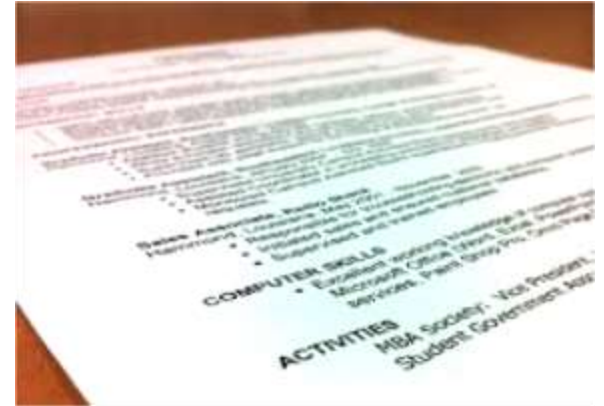
Deal
Breakers

The
Interview

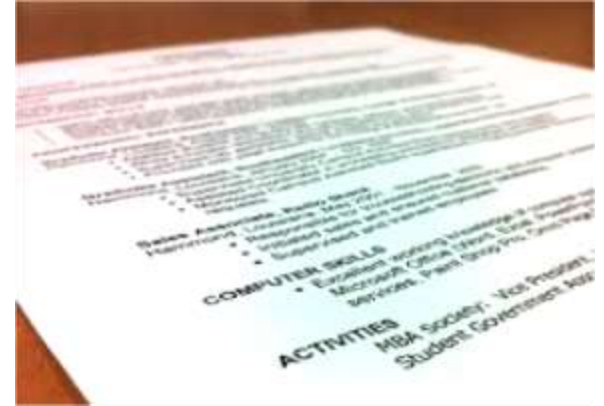


1. The Resume

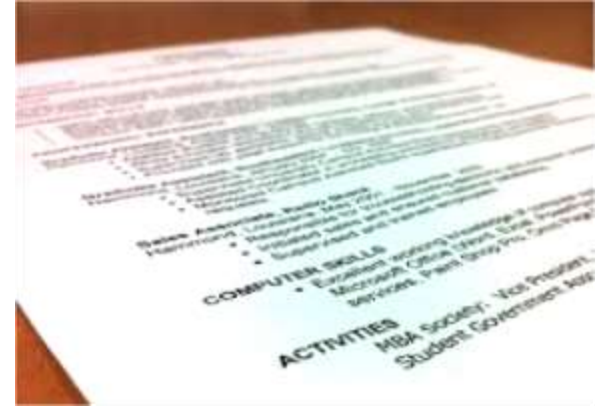
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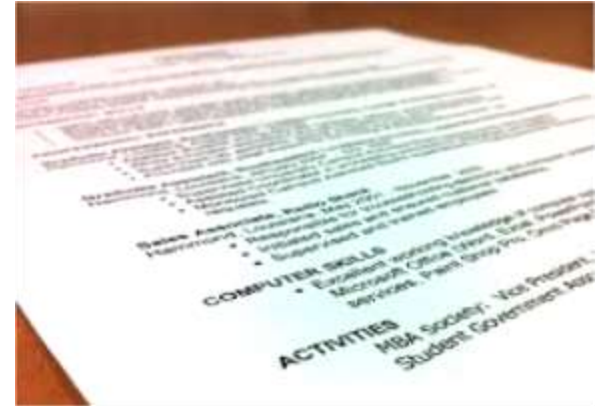
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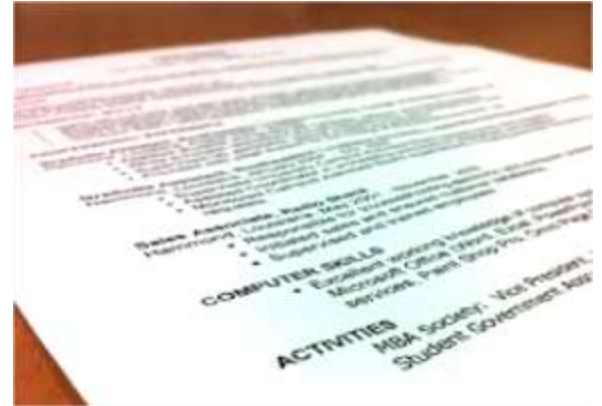


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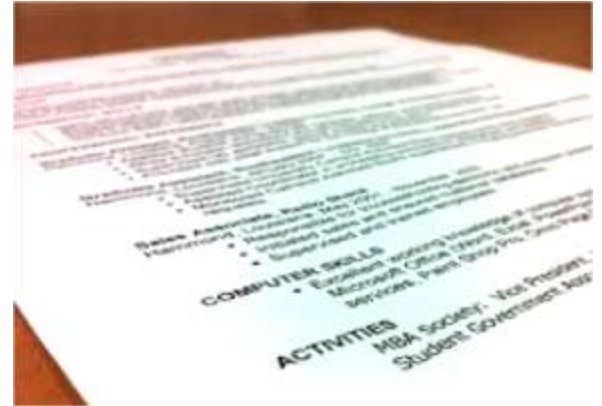
1. The Resume

❑ Spelling Errors



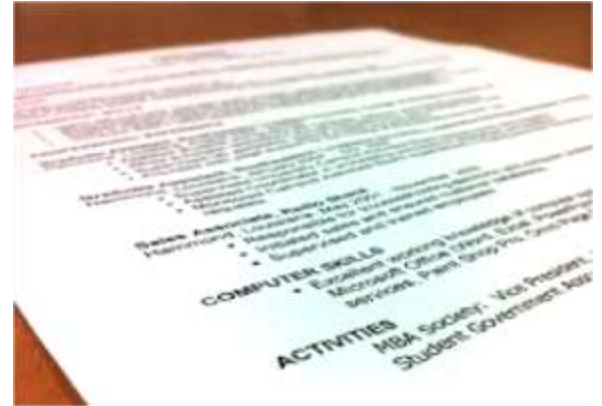
1. The Resume

- ✓ Spelling Errors
- ☐ “On point” resume



1. The Resume

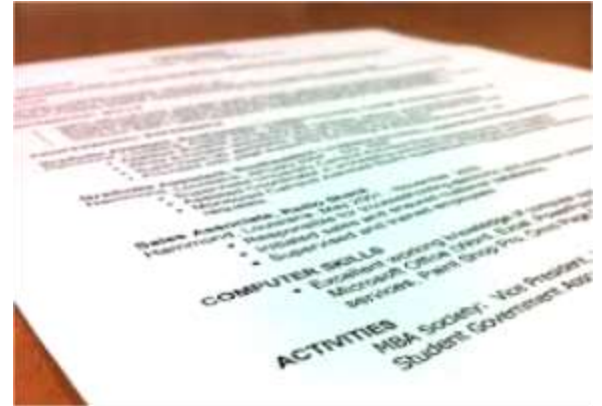
- ✓ Spelling Errors
- ✓ “On point” resume
- ❑ Include a “direction”





1. The Resume

- ✓ Spelling Errors
- ✓ “On point” resume
- ✓ Include a “direction”





2. Pre-Background Check



2. Pre-Background Check





2. Pre-Background Check





2. Pre-Background Check

Google Them





2. Pre-Background Check

- Google Them
- Social Media Sites





2. Pre-Background Check

- ✓ Google Them
- ✓ Social Media Sites
- County Court Index





2. Pre-Background Check

- ✓ Google Them
- ✓ Social Media Sites
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- ✓ Social Media Sites
- ✓ County Court Index

<http://courtindex.sdcourt.ca.gov/CISPublic/enter>



3. Written Test

3. Written Test



3. Written Test



3. Written Test



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6. THE GREAT ONE REVIEW

$\frac{1}{2}$ - $\frac{1}{4}$ - $\frac{1}{8}$ - $\frac{1}{16}$ - $\frac{1}{32}$ - $\frac{1}{64}$ - $\frac{1}{128}$

Fill in each box with the correct note signature. Time signature: $\frac{4}{4}$ $\frac{3}{4}$ $\frac{2}{4}$ $\frac{1}{4}$



7. PLACE (ONE NOTE) THE FLAG TO CORRECT VALUE AS THE REST.

$\frac{1}{2}$ $\frac{1}{4}$ $\frac{1}{8}$ $\frac{1}{16}$

8. WRITE AN ALTERNATING NAME FOR EACH OF THE FOLLOWING NOTES.

2F = _____ 2C = _____ 4A = _____ 4G = _____ F# = _____

9. LISTEN: Decide whether (F) F# or (B) Bb is the correct answer.



10. EXPLORE YOUR MUSIC: Circle the TIME SIGNATURE in 1 of your pieces whenever the key number equals the time signature.

11. GAME: FURRY MONEY

$\frac{1}{2}$ $\frac{1}{4}$ = $\frac{1}{8}$ $\frac{1}{16}$ = $\frac{1}{32}$ $\frac{1}{64}$ = $\frac{1}{128}$ $\frac{1}{256}$ = $\frac{1}{512}$

$\frac{1}{4}$ $\frac{1}{8}$ = $\frac{1}{16}$ $\frac{1}{16}$ = $\frac{1}{32}$ $\frac{1}{32}$ = $\frac{1}{64}$ $\frac{1}{64}$ = $\frac{1}{128}$

SUPER 20 CHALLENGE: $\frac{1}{2}$ $\frac{1}{4}$ = $\frac{1}{8}$ $\frac{1}{16}$ = $\frac{1}{32}$ $\frac{1}{64}$ = $\frac{1}{128}$



3. Written Test



3. Written Test

Teachers



3. Written Test

- ✓ Teachers
- Administrative, Sales or Front Desk



3. Written Test

- ✓ Teachers
- ✓ Administrative, Sales or Front Desk
- Repair technicians



3. Written Test

- ✓ Teachers
- ✓ Administrative, Sales or Front Desk
- ✓ Repair technicians



4. Deal Breakers

4. Deal Breakers



4. Deal Breakers





4. Deal Breakers



4. Deal Breakers





4. Deal Breakers

Got Lost



4. Deal Breakers

- Got Lost
- Late for the Interview





4. Deal Breakers

- ✓ Got Lost
- ✓ Late for the Interview
- Bi-lingual





4. Deal Breakers

- ✓ Got Lost
- ✓ Late for the Interview
- ✓ Bi-lingual
- Dressed Inappropriately





4. Deal Breakers

- ✓ Got Lost
- ✓ Late for the Interview
- ✓ Bi-lingual
- ✓ Dressed Inappropriately
- Availability





4. Deal Breakers

- ✓ Got Lost
- ✓ Late for the Interview
- ✓ Bi-lingual
- ✓ Dressed Inappropriately
- ✓ Availability
- Fingerprinting





4. Deal Breakers

- ✓ Got Lost
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5. The Interview

5. The Interview



5. The Interview



5. The Interview



5. The Interview

□ 80/20





5. The Interview

✓ 80/20

Yes/No vs. Open Ended





5. The Interview

- ✓ 80/20
- ✓ Yes/No vs. Open Ended
- Good followed by Bad





5. The Interview

- ✓ 80/20
- ✓ Yes/No vs. Open Ended
- ✓ Good followed by Bad
- Explore Questionable Areas





5. The Interview

- ✓ 80/20
- ✓ Yes/No vs. Open Ended
- ✓ Good followed by Bad
- ✓ Explore Questionable Areas





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thank you!

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