

- Set context to meeting
 - 1.5 hours for this call
 - May need 1 more
 - 1 more with existing team member
 - Reference calls
 - Hire slowly, fire fast
 - But will be upfront with you on entire process
- Interview part 1
 - His part
 - What are career goals?
 - What are you good at professionally?
 - What are you not good at/not interested in doing professionally?
 - Who were your last 3 bosses/cofounders and what would they rate you at performance wise on a scale of 1-10?
 - Share a bit about my motivations for hiring a GM
- Interview part 2
 - As about companies the candidate previously worked at
 - Questions
 - What was your aim in each?
 - What accomplishments were you most proud of?
 - Low points in job? Biggest mistake/done differently
 - Who were the people you worked with
 - Why did you leave
- Interview part 3
 - Show scorecard/what I'm judging on
 - Biggest accomplishments in this area
 - Insights into biggest mistakes/lessons learned
- Interview part 4 (speak to references)
 - Find 3 people
 - Ask references to set up calls
 - Questions
 - What context
 - Biggest strengths
 - Biggest areas of improvement back then

- How would you rate their performance
 - Person said they struggled with X and Y. can you tell me more about that?
- Additional stuff
 - Allow him to get to know senior staff member
 - Need to sell on the position