

# THE APS WAY

INTERVIEW WITH CHRIS DAGLIS & GEORGIA CARVER

## **Georgia Carver**

You're building a team of a community of people who are specialists in the auto recycling industry. So it's not just going and hiring a VA or a technical person who may or may not understand the industry, you, you've trained everyone up to understand the auto recycling industry, which is not the easiest of industries to understand. And then you're so again, it's specialized and you know, they've got you as their ultimate guru or team leader, but then they've got these team leaders underneath who have now been with you a long time, and they understand that they're training.

## **Chris Daglis, Auto Partnered Solutions**

So we've got a full-time recruitment team, we've got a full-time training team. So any recruit goes through a two-phase recruitment process. Well, the first three phases because then they get presented to the team leaders, if they pass the first two phases, and then the team leaders decide as to whether they should be recruited. And then they go into training. So they have it's four to six-week training, sort of timeframe, and it's fully paid. It's not something I asked him to do, and then they may get some money, no, they get paid from day one of their training. Then if they pass that, they they're endorsed for operations and placed appropriately wherever their skill set is. So there's a really good process in place there.

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## **Chris Daglis, Auto Partnered Solutions**

And the team leaders take control over a lot of that. Because if I became constrained to a degree in all of that, because we grew from five to 10, and then from 10 to 20. And I was trying to do a lot of the recruitment, recruiting as in, I was trying to be on the interviews, every interview, and so on, and all of a sudden, I wasn't available. So we stopped recruiting appropriately, and the team came to me and said, "Chris, why don't you let us do the recruiting?" And I thought, what a wonderful thing so they do the recruiting now. They're responsible for it, they present the people that they think are appropriate and, you know, we go with