

PRECISION HIRING & DEVELOPMENT

EMPLOYEE ASSESSMENTS

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Sales Mentor

Talent Assessment – Needs-Based Training - Coaching

Sales Mentor Process

1. Sales rep completes the online (PSP) Professional Sales Profile

Selling style, motivation, organization and time mgmt, work ethic, sales knowledge, selling skills

2. Sales coach reviews with sales manager and rep and recommends needs-based sales training

- a. Determine strengths, areas for improvement and development priorities
- b. Establish a personal training and development plan and schedule
- c. Schedule the first session

3. Sales coach and sales rep begin remote training/coaching session(s)

- A. Lead current session, Q&A, and suggestions on areas to work on after session
- B. Schedule next session and assign any pre-work to be completed by the next session

4. After each training session, Sales coach sends a report to the sales manager and rep

- A. Discussion of training session(s), areas to work on and management to check on
- B. Adjustments to schedule, topics, etc. as needed
- C. Sales coach is available by phone and email for questions and assistance between coaching sessions

Partial list of needs-based training topics

1. Planning & Organization (*time, territory, account management*)
2. Prospecting
3. Approaching Decision Makers
4. Qualifying Sales Opportunities
5. Presentation (*Needs-Based*)
6. Managing Objections and Concerns
7. Making Recommendations and Closing Sales
8. Behavioral Selling Skills (*How to recognize and sell more effectively to the 4 different buying styles*)

Fees are based on the number of sales reps trained, individual vs. group training sessions, number of training sessions, coaching time required between training sessions, etc.

Guarantee: One complimentary *Professional Sales Profile* to evaluate and a 30-day money back satisfaction guarantee on any purchased assessments and training sessions.

Contact Information:

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