

# Foreword

*By Frank G. Risalvato*

Each week at my office I receive a blizzard of emails along with dozens of calls ranging from recruiting software vendors, to those seeking some type of endorsement ... on through to recruiters calling from other recruiting firms trying to recruit me. If I did not obtain amusement from it all it would be an annoying nuisance.

Most come across amateurish, unprepared, and uninformed at best. They universally fail to grasp my attention or stand out as exemplary in their field from the background noise of the masses that are involved in some form or other within our recruiting and search industries. The majority have failed to invest in themselves yet they would want others to make an investment in them.

As a result, I've become somewhat desensitized to all the claims made by many recruiters. I've also grown justifiably cynical and skeptical when few of those contacting me with the next great idea actually are able to deliver when asked to do so. Even recruiters coming to us for employment fail to follow through when given the chance.

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Such is my world when I received a call from Orrick Nepomuceno. When he stated “*I’m writing a book*” and wanted my input. My first thought was “Oh no, Here we go again!”

I was first struck by the unique title. It made me want to open it up and at least start thumbing through the pages to see what the hitchhiker was all about. I then discovered as I read the first two or three chapters, I could not put this book down.

In fact it was entertaining to the point where I wanted to keep reading. I read through page 87 in one sitting. Orrick’s abundant use of industry experts and sources which he cites frequently add vast credibility to the concepts he addresses. His use of anecdotes, metaphors, and humor makes it fun to read. And the fact it is all nicely packaged in a “hitchhiker” theme made it enjoyable as well as educational.

Try as hard as I could, I was unable to find any concept or strategy I could disagree with. I could not locate any advice that I have not tried to impart with my own clientele over the years.

This book should be a required reading for every manager whose job relies on hiring others. It is a “must have” for every human resource employee of every company that has at least twelve employees or more and plans to grow through future hiring.

Whether you are a small family owned company, or a Fortune corporation, you will find very valid and valuable advice if you follow just one of Orrick’s recommendations outlined in the pages within.

As I look back to extract what lessons could be derived from all those calls and requests of endorsements received at the office that failed to impress me ... maybe, just

maybe it all happened for the purpose of appreciating how outstanding the “*Hitchhiker in the Corner Office*” is.

Orrick has proven he is much more than just another recruiter. He is someone who understands the landscape and macro-economics he works in. He is one of those rare recruiters that excels at recruiting and actually bothers to peek up over the office cubicle to see what others in the industry are or are not doing.

I’m confident you will benefit greatly even if you only apply a few of the excellent tips, techniques, and recommendations outlined in the pages that follow.

**~ Frank G. Risalvato, CPC**

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