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of filling every position  
in the organization  
with an A player, at

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the appropriate compensation level. An A player is one who qualifies among the top 10 percent of those available for a position. Topgrading turns the traditional selection process on its head and, thus, should not be confused with upgrading.

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## Topgrading - HR

Topgrading is a corporate hiring and interviewing methodology that is intended to identify preferred candidates for a particular position. In the methodology, prospective employees undergo a 12-step process that includes extensive

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