



Stanford eCorner

Advice on Ending Bad Hires

Alon Cohen, *Houzz*

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Video URL: <http://ecorner.stanford.edu/videos/3459/Advice-on-Ending-Bad-Hires>

Houzz Co-Founder and President Alon Cohen says to see firing someone who is a bad fit as a favor to both the company and the individual being let go. That person would probably rather work elsewhere anyway, and so it's best to be decisive and accept that a bad hire was a mistake before it takes a toll on the team and the work, according to Cohen.



Transcript

I learned how to let people go. And that's something that is really easy to push away something you really don't want to deal with, everybody wants to be a nice person and wants to make things work out but the reality is that in most of those cases, it's best for the person you're letting go and for the company to just separate ways as soon as you realize that there is something wrong. I made the mistake of waiting too long and it was a disaster. I actually made that mistake not at the same level, but I let things go for a little bit too long, even at Houzz the first time, but since then it become kind of a little bit easier in a way. It's never easy. It's always a challenge. But many times what your fears are, are much worse than what it really is. In most cases, the person anyway kind of realizes that it's better for them and they were just kind of waiting for that and all of the people that work with that person are just like, after that they come to you and tell you, why did it take so long? And it's kind of unfortunate but that's really the reality of things and it's best for everybody. So these are some of the things that are not so fun in having your own company. But it's something necessary.

And many times, there is just no way around it. You can interview as much as you can, as much as you want, but you're going to make mistakes.