

HARMONY

Connecting the human element with business..



How to Hire Leaders?

Top senior-level personnel or leaders are vital for every company's success. This is due to the fact that leaders have the ability to innovate, take measured risks, and propel the company to new heights of success. Candidates with leadership qualities, on the other hand, are becoming increasingly scarce. Furthermore, senior-level hiring errors are not only costly, but they can also have catastrophic consequences.

Here are five guidelines to help you identify the proper fit for your leadership recruitment strategies:

Focus on soft skills and leadership.

Look for signs of emotional intelligence, communication and strategic leadership abilities, and the capacity to develop trust if your organization doesn't have a set of leadership characteristics against which it hires. All of these characteristics are found in exceptional leaders. They create and lead high-performing teams, cultivate strong, trusting relationships with all stakeholders, and are quick learners. They have the ability to see the broader picture and lead a team accordingly.

Pay close attention to the terms "cultural fit" and "cultural add."

Recruiting candidates that have a "cultural fit" or a "cultural add" is becoming more important. Every business has its own set of ideas and procedures. A 'culture fit' does not imply that future leaders must be perfect fitters. It implies that they should fit in with your company's culture. While a new leader may already be aware of your company's beliefs, it's likely that he or she will bring a different set of values with which to provide

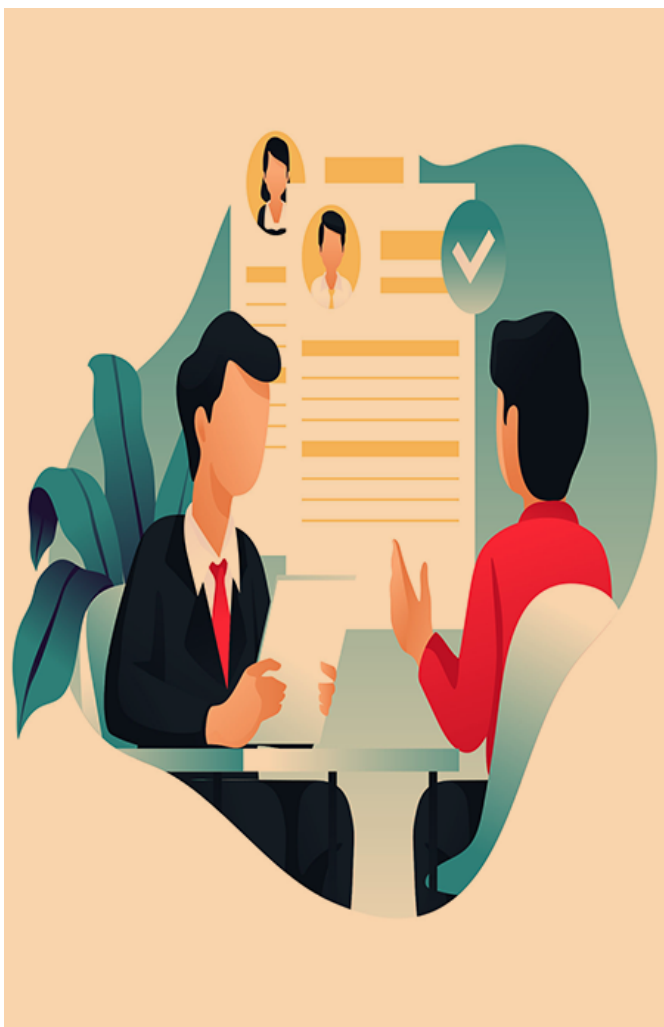
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new perspectives. Hiring executives with diverse backgrounds and opinions creates cultural variety, which is frequently referred to as a "cultural add." In terms of cultural fit and cultural add, both are critical.

Think about your mid-term objectives.

Hiring for your mid-term strategy or growth goals is one way to screen potential leaders. A focus on urgent demands and candidate competencies, depending on the purpose for hiring, maybe myopic, whereas hiring for your long-term pipeline needs may not satisfy your key short-term goals. Consider your mid-term goals and priorities (i.e., 1 to 5 years out) and the contribution a new leader might make in this timeframe, even if it's a tricky balance. It's important to keep in mind that onboarding your senior leaders, in particular, could take longer than six months. As you examine each candidate's lead, be clear about your current demands and long-term strategic goals.



Don't just advertise on the internet.

Be proactive in your relationship-building efforts. Keep in touch with the best employees at your competitors' companies. Make a list of your requirements and share it with your friends. Although job advertising on online job boards can be useful, personal recommendations are more likely to yield excellent applicants. One of the most effective ways to determine whether or not a candidate will be a good match in your organization is through shared contacts.

SYMPHONY SAMACHAR

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