

HARMONY

Connecting the human element with business..



The Subtle Art of Hiring Leaders

Top senior-level personnel or leaders are critical to a company's success. This is due to leaders' capacity to think outside the box, take calculated risks, and propel their companies 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 expensive, but they can also jeopardise your company's future growth prospects.

Effective recruitment strategies will aid in determining applicants' competencies and personal characteristics, as well as whether or not they are leadership material.

Different recruitment companies use different tactics to locate, engage, analyse, and onboard leadership potential for their customers.

However, what distinguishes the Staffing and Recruitment industry is that it is essentially driven by people, and all procedures are influenced by context, market dynamics, and human behaviour.

Some tips to follow

1. Develop a thorough and critical understanding of the function. It's crucial to understand your client's culture, visions, and present leadership, as well as their business needs and non-negotiable skill requirements.
2. Utilize your sourcing and networking skills to locate and engage the top and next-best individuals.
3. Recognize why your candidates are looking for work; are they hoping to further their professions, earn more money, or relocate to a different city?
4. Ascertain that your candidates are adequately prepared for the interview rounds. If you are familiar with the questions, make it a point to ask them ahead of time.
5. Check to see whether the candidate can sell themselves to you (how can they persuade your client if they can't persuade you why they're the best option for the job?) Shortlist the best profiles and propose the best candidates after a comprehensive review.
6. Handle the topic of compensation with caution. In a country with such a diverse socio economic profile as ours, it's a difficult subject. Negotiations must be approached with prudence and care. Verify figures and keep track of your presentations via email.

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- FinMin suggests holding clerical exams for PSBs in regional languages - **The Economic Times**
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- U Gro Capital on hiring drive; plans to double workforce by end FY-22 - **The Economic Times**
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