

HARMONY



Connecting the human element with business



Hiring Leaders is an Art, learning it will help you loads.

Every company's performance depends on top senior-level individuals or leaders. This is due to the ability of leaders to innovate, take calculated risks, and propel their organisations to new heights of success.

On the other hand, candidates with leadership characteristics are becoming increasingly scarce. Furthermore, senior-level recruiting mistakes are not only costly, but they can also jeopardise your company's future growth potential.

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.

As a result, recruitment firms should focus entirely on hiring the best staff and providing them with the best and most relevant technology in order to achieve the maximum degree of client and candidate satisfaction, as these are the only variables they can control.

Some things to follow while hiring leaders.

- 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.
- Utilize your sourcing and networking skills to locate and engage the top and next-best individuals.

- Recognize why your candidates are looking for work; are they hoping to further their professions, earn more money, or relocate to a different city?
- 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.
- 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.
- 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.
- Engage in active communication with both parties during onboarding to maintain a warm and cordial relationship.
- It's probable that your client will take a while to make an offer. A candidate could be poached by another recruitment consultant during the waiting period. All of these dangers must be considered.

What does Symphony have to offer?

While leadership demands and criteria change with time, the need for high-performing CEOs does not. We at Symphony Tech make an effort to understand the strategic needs of our clients and use scientific methodologies to identify leaders with the requisite ability, experience, and personality to meet those needs.

Some of the senior positions closed by us are:

- COO
- CFO
- VP Finance
- Sales Director
- HR Head
- GM Operations

SYMPHONY SAMACHAR

- Hiring hiccups seen in April-June 2022, but tech going strong. - The Economic Times
- 72% employers likely to increase hiring of apprentices in January-June 2022: Report - The Economic Times
- Upbeat hiring season at management institutes sees recruiters scooping up talent in record time - The Economic Times
- 8.72 lakh vacant posts in govt departments: Centre - The Economic Times
- Hiring activity witnesses 3 percent uptick with end of third wave: Report - The Economic Times
- IITs see more global offers, Rs 1 crore-plus packages than ever before - The Economic Times
- Citi to hire 80 commercial bankers in India in 3 years - The Economic Times
- Hiring will not be impacted by any new coronavirus variant: Survey - The Economic Times
- Automotive industry sees mushrooming demand for talent - The Economic Times
- Hotels and restaurants upbeat on hiring, salary increments - The Economic Times