

HARMONY



Connecting the human element with business



The skill of Hiring Leaders and how to learn it.

The success of every business depends on its top senior-level executives or leaders. The ability of leaders to innovate, take measured risks, and drive their organizations to new levels of success is the reason behind this.

On the other side, leadership-oriented applicants are getting harder to find.

Senior-level hiring errors can also threaten your company's future growth prospects in addition to being expensive.

Different recruitment agencies employ various strategies to identify, interact with, examine, and onboard their clients' future leaders.

However, the Staffing and Recruitment business stands apart since all processes are influenced by context and are fundamentally driven by people.

A candidate's skills, personality traits, and suitability as a leader can all be ascertained with the use of effective recruitment tactics.

Because these are the only factors that recruitment agencies can control, they should solely concentrate on selecting the greatest employees and equipping them with the best and most appropriate technologies in order to maximise client and applicant satisfaction.

Some things to follow while hiring leaders

1. Gain a solid understanding of the function and be critical of it. Understanding your client's culture, goals, and current leadership is essential. You also need to be aware of their business needs and non-negotiable skill requirements.
2. Find the finest and next-best people by using your networking and sourcing talents.
3. Recognize the motivations behind your candidates' employment searches: are they trying to advance their careers, increase their income, or move to a new city?
4. Make sure that your candidates are ready for the interview stages. Make it a point to ask the questions in advance if you are familiar with them.
5. See if the candidate can persuade you that they are the best choice for the position. If they can't persuade you, how can they persuade your client? Following a thorough assessment, select the best profiles and suggest the best candidates.
6. Use caution while discussing compensation. It's a complex topic in a nation with ours' level of socioeconomic diversity. It is important to approach negotiations with caution and tact. Utilize email to check numbers and monitor presentations.
7. Maintain open lines of contact with both parties during onboarding.

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.

Symphony provides top-notch leadership recruitment services

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

- Indian job market unfazed by inflation, hiring increases by 29 per cent in Q1: Report - The Economic Times
- Formal job creation remains robust in June, shows payroll data - The Economic Times
- Hiring increases by 29% in April-June 2022: Indeed tracker - The Economic Times
- It's raining jobs at IITs as Class of 2023 gets more offers - The Economic Times
- India e-commerce firms ramp up hiring of delivery workers for shopping season - The Economic Times
- Companies scout for top ESG talent to drive sustainability plans - The Economic Times
- Formal job creation jumped by 8.9% in June: EPFO subscribers data - The Economic Times
- 'India Inc to hand out bigger hikes next year' - The Economic Times
- Salary offers at IIT placements hit record high as Covid impact fades - The Economic Times
- Textile MSME units have added 64,000 jobs in Karnataka in 3 years, says minister - The Economic Times