

HARMONY



Connecting the human element with business



The Mantra of Leadership Hiring

Every business's senior-level executives or leaders are essential to its success. This is due to leaders' capacity to innovate, take calculated risks, and propel their enterprises to new heights of success.

On the other hand, it's increasingly difficult to identify candidates who are interested in leadership.

In addition to being costly, senior-level recruiting blunders might endanger your company's prospects for future growth.

The future leaders of their clients are identified, engaged with, evaluated, and onboarded using a variety of methodologies used by different recruitment companies.

The Staffing and Recruitment company, however, stands apart because every process is affected by context and is inherently motivated by people.

Some things to follow while hiring leaders.

1. Learn everything you can about the function, and be critical of it. It's crucial to comprehend the culture, objectives, and existing leadership of your client. They have business demands and non-negotiable skill criteria that you should be aware of as well.
2. Utilize your sourcing and networking skills to find the best and next-best individuals.
3. Know why your candidates are looking for jobs: are they attempting to develop their professions, boost their income, or relocate to a different city?
4. Make sure your applicants are prepared for the interview stages. If you are familiar with the questions, make it a point to ask them beforehand.
5. Check to see whether the applicant can convince you that they are the ideal candidate for the job. How can they persuade your client if they can't persuade you? Select the top profiles and recommend the best applicants after doing a comprehensive evaluation.
6. When talking about compensation, exercise prudence. In a country with the level of socioeconomic diversity that ours has, it is a complex subject. Negotiations should be approached with tact and discretion. To verify data and

keep an eye on presentations, use email.

7. During onboarding, keep lines of communication open with both parties.
8. It's likely that your client won't submit an offer right away. During the waiting period, a candidate could be poached by another recruitment consultant. All of these risks need to be taken into account.

SYMPHONY SAMACHAR

- Apple supplier Salcomp to double workforce in India, targets revenue of \$2-\$3 bn by 2025 - The Economic Times
- 71% Indian professionals confident to retain jobs in 2023 despite global layoffs - The Economic Times
- Non-tech companies embrace STEM hiring amid tech, diversity push -The Economic Times
- More professionals showing intent to upskill this year - The Economic Times
- Skills gap rapidly widening, concerns not likely to end soon: Survey -The Economic Times
- AT ET Future of Jobs Summit 2023, experts to track the jobs and skills of the next decade -The Economic Times
- XLRI secures 100% placement in one day, highest offer at Rs 1.1cr - The Economic Times
- Just 960 IIT graduates received Rs 50 lakh and above annual pay in 2022 - The Economic Times
- Close to 1 lakh tech employees lost jobs in January alone globally - The Economic Times
- Tata trusts board may consider internal candidate for CEO job - The Economic Times