

Are you recruiting your Leaders properly?

Dear Concerned, The biggest challenge facing many organizations today is the need to "**Recruit Right**", specifically at the top level.

With "web influenced resumes" flooding the market and with the time restrictions on HR & Top Management, getting "**Mr. Right**" is getting more to be a "Hit or Miss". With "Impression Management" techniques, the candidates also learn fast how to "cross the interview hurdle" and get placed.

The cost of a wrong fit at the middle or top management is prohibitively expensive.

Your question is "Yeah. We are aware. But do we have an option"?

See Change Consulting "Yes. You do".

At the top level, there are four kinds of Leaders you look for:

D - Delivers - Those who deliver results under all circumstances

G - Governs - Those who are good at sticking to the rule book and ensure full compliance in all that they do

C - Creates - Those who are visionaries and are highly creative; knows where the Organization has to be in the future and can lead you there

S - Synthesizes - Those who can synergize, motivate and hold teams together in the onward journey

Each of the top management / leadership position needs one (dominant nature) of the above traits depending upon what their likely role is. Since Resumes & Personal Interviews don't let you find the actual trait needed for that position, "Mr. Right" is not "located" properly. By the time things unfold, too much of damage is done and the Organization has just landed itself in more "Leadership Mess".

See Change Consulting has developed a methodology which lets you "Right Profile" the candidate. This becomes very valuable information in the hands of the Recruiter / Top Executive before they finalize on "Mr. Right".

All this at a fraction of the "Recruitment Cost" or the "Retention Cost".

To prove to you what we are capable of doing, we can do "**Leadership Style Indicator**" (**LSI in short**) test for one of your upcoming recruitments (even can be used for Internal Recruitments / Promotion Assessments / Succession Planning etc.) - **ABSOLUTELY FREE!**

Just check it out. You have everything to gain from this "POC" (Proof of Concept) exercise we can do for you.

Haven't you clicked that mouse yet?

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