

Identifying The Best Talent For Your Company

CEO's are aware of the importance that an organization's top talent holds in the overall success of their organizations. Given the current state of the economy, companies are becoming more and more reliant on procuring the types of leaders that will give them the edge over their competitors. It is prudent, therefore, to have a full understanding of what characteristics these employees or potential employees possess.

In order to identify the best talent for your company, seek individuals who have not yet developed their full potential. It is best to choose intelligent employees who still have room to grow. They should be confident, self-starters whom you foresee being able to progress through the ranks of the company hierarchy at least two positions higher than their entry position with the company. Look for characteristics that are indicative of their abilities to take on broad, complex roles and to solve broad and complex problems, should they arise.

It is important to be thorough in the screening process. View their track records with previous employers. Pay particular attention to the speed with which they achieved promotions and merit awards and ascertain what results they have achieved in their past endeavors. Note how long it took them to reach their goals with other companies. Find out if the quality of their work resulted in superior results. Speak with them extensively about their views concerning your organization to make sure they have a full grasp of your expectations for growth. Were they able to adapt easily to change? Do they have experience being placed in unfamiliar roles? If so, how did they handle the situation? Seek qualities that indicate the person has empathy for others and will be able to truly lead. Make sure that individual is an independent thinker who is able, not only to come up with ideas, but to execute them as well. Last, but not least, it is important to find someone who is an active listener, a person who will be attentive and ask questions and fully understand his or her requirements.

Potential leaders possess take-charge personalities and broad capabilities for advancement. They should be able to take on new roles with confidence and be ready to prepare for change at a moment's notice. Think of them in terms of how they might be empowered to develop the company's goals to fruition and make your choices wisely.

~ Written for us by our associate Gary Sorrell, Sorrell Associates, LLC. Copyright protected worldwide. All rights reserved.



[Click Here](#) for more information on talent management...

