

Best Leader hires the Best People

Good leadership begins from the beginning – hiring the best!

Steve Jobs said “Hiring the best is your most important task.” There it is. If a modern leader of Mr. Jobs’ caliber gives some leadership advice, we’d do well to follow it!

A leader’s primary objective is to make his followers achieve their potential. All other specific leadership goals are based on this function. A good leader makes his team work at their best. But what if their ‘best’ is not good enough?

The business world today is more competitive than ever before. A great leader can work wonders by motivating employees and boosting productivity. However, the employees’ capacity is their LEADER’s capacity.

To illustrate, think of a leader as a driver (which he kind of is). Let his employees/team be the car. Now ask yourself: Which is better, Michael Schumacher driving a Ferrari or Michael Schumacher driving an Echo?

What many business leaders fail to understand is that good leadership begins at good hiring. This critical aspect of modern leadership is one of the lesser stressed ones and can’t be emphasized enough. In an average leader’s mind, a divide has been created between finding talent and leading it.

We’ve all heard stories of charismatic leaders transforming their under-dog followers. They’re great inspiration but as a good leader you **MUST** put due focus on assembling good team members before leading the team.

Only by hiring the best can you achieve maximum productivity in its true sense. Hiring B & C-grade candidates and then sweating over to ‘inspire & guide them to success’ is **NOT** good leadership!

A good leader hires A-grade candidates and **THEN** leads them to a truly remarkable performance and business growth.

As a modern day leader, you have to make the most out of scarce resources. A smart leader recognizes that talented people, not money, are the most valuable resource for an organization. This is especially true in today’s modern age. Today a good mind can spawn billions of dollars and a weak one can lose them.

Few hints to identify and employ a workforce you’ll love to lead:

- **Compatibility beats Capability.** Does the candidate fit you & your team’s work style?
- **Skills don’t necessarily mean performance.** Assess the candidate’s desire to learn.
- **‘Tell me about yourself...’** Microsoft departed from this worn out interview method ages ago. Doesn’t matter if you’re not in the IT industry; be creative with your interview questions!

- **Appreciation for the Company.** Judge whether the candidate appreciates what your business stands for. As a leader you will struggle with employees who don't applaud your company.
- **Trust your instincts.** The candidate has skills & experience, but how do you feel about him?

A leader is as good as the people he leads. The specific roles of modern leaders vary from industry to industry. However the smartest decision a leader in ANY field can make is hiring the best people. Unfortunately, finding the best talent is missed as a key leadership quality. Make sure you develop and hone this quality.

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