Talent Recruitment and Retention: 
Select for Leadership

When hiring people, select for the future. Yes, you have a job opening to fill, but think beyond the current job opening. Think about building the bench strength of leadership talent that is required in the future. Look for people who exhibit a natural leadership persona. You might, for example, ask interview questions that provide you with some insight about how they might act and think as leaders. Ask questions that would address these qualities:

- **Visioning**: the ability to create the organization’s future and know what is necessary to execute the vision.
- **Strategic thinking**: vital to stay ahead of the competition and to sense changes that will impact a business, such as demographic shifts or financial trends.
- **Motivating**: essential to implementing a strategic vision and also tied to empowering employees and encouraging them to collaborate with others.
- **Partnering with others**: teaming skills to be able to bring together a group that possesses all the abilities necessary to ensure success for the organization.

The next time you are interviewing candidates for a particular position, think beyond the position to the other potential positions the individual might fill in the future.