



Do You Have "A" Players in Key Positions?

By Mark Bregman

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Achievement of aggressive company objectives depends on the solid performance of key leaders who are uniquely capable of producing essential **results**.

Recent studies have shown that employers are developing new executive profiles as they select people to lead their company into the millennium.

These critical factors will differentiate fair-to-mediocre prospects from "**A**" **Players** - top performers who always contribute to bottom line:

- **Initiative:** Can the individual go above and beyond standard job expectations? As organizations do more with less, they depend on managers to problem-solve, and improve processes.
- **Drive:** The desire to excel. Top performers do a good job on their own because *they want to*, not because someone is watching or forcing their behavior. In today's self-directed workplace, this skill is crucial.
- **Leadership:** People who can empower, inspire, coach and teach are in demand. Employers seek leaders who instill pride in individuals, challenge people to solve their own problems, and motivate people to improve job performance.
- **Flexibility:** Professionals must be able to switch gears, in order to perform a wide array of tasks, while also adapting to rapid change within the company.
- **Problem-Solving:** Analyzing data and making decisions on critical issues equates to making and/or saving money. The more an individual can do on his/her own, the more valuable to the employer.
- **Teamwork:** Interpersonal skills have a great impact on job success. The ability to support and work with others is critical today, as always.
- **Job-Fit:** Assess the candidate's past performance. Ask the questions that will predict future performance, and determine if character and personality fit the company culture and needs of the job. Don't put square pegs in round holes. Don't believe everything. Verify!
- **Motivation:** Why does this person want this particular job? Make sure individual beliefs, needs and wants are aligned with what the position has to offer. Highly motivated people will outperform bored or unhappy people every time.

BOYLE OGATA BREGMAN'S Performance-Based Search System finds "A" players every time!

Call us for information.

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