

Are You A Good Leader – Pulse Check



- **Are you connecting?** Are the conversations between you and your team tying the work you do to how the business will make or lose money?
- **Are you acknowledging the day to day contributions?** Does your team realize on a daily basis how they help the business succeed?
- **Have you acknowledged that Recruiting is very emotional for ALL stakeholders?** Can you do this from the beginning of each hire, and make sure you are separating yourself if there is a possibility that your influence will cause a significant shift in positive or negative energy.
- **Are you aware of the competition in our world?** Talent Acquisition can be managed more effectively than other parts of Human Resources. We can measure so many metrics – from pipeline, satisfaction, time, speed, and cost to name a few. The training team cannot be this granular, nor can benefits, relocation, or technology. This means there is often a competitive spirit within Human Resources, and also between Recruiting teams. Know that this exists and it can allow really great leaders to be able to shift the strategy on communication, and leverage the competition to drive higher performance.
- **Are you the only voice of leadership in your organization?** Don't be – it's a lonely place to be. Bring others that are not part of your organization in to talk to your team, or on behalf of your team – internally and externally. They can share what you would have – so it's not always you. At a staff meeting, guest speakers from another business, or a team looking at metrics the same way you do to teach about process. Then you can coach your team to be part of taking on best practices, instead of letting them know their current process isn't working. This also helps as Human Resources professionals are often skeptical of each other – an external voice can bring more credibility.