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Selecting leaders in an organization is no easy task. In today’s turbulent world, having solid and consistent organizational leaders is vital because everything rises and falls on leadership. Leaders generate and sustain an organization’s heartbeat. Here are some things to look for when selecting a new leader from a list of candidates:

First, look at each candidate’s strength and analyze what they have done with it. A solid performance is typically driven by a strength possessed by the performer. So knowing the key strength of each candidate is vital in ultimately determining if they’re a fit to lead in your organization.

How to select an organizational leader

Second, take a good look at your own organization and ask: “What is the one immediate key challenge?” Then review your candidate list and see which ones have the required strength to meet that challenge. At this point, you will be able to narrow down your list.

Then look for integrity. Be sure those remaining on your candidate list have it, or at least have a sustained record of demonstrating it. Their words, attitudes, and actions must match, and their word must be their bond. You certainly want a leader on whom people, especially younger people, in the organization model themselves. If there is any doubt about a candidate’s integrity, scratch them off your list.

Many years ago I learned from a

very wise old man who was the head of a very large organization. He was notable for putting the right people in the right enterprises, all over the globe. I asked him what he considered to be the most significant factor when hiring a new leader. His answer: “I would always ask myself, would I want one of my children to work under that person?” If he didn’t feel comfortable answering yes to that question, he’d scratch that candidate off his list.

Due to a complex or unique nature of your organization, there may be additional factors you have to consider when selecting a leader, but applying an initial screening filter described herein will get you off to a great start.

~ The End ~