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Elements of Excellence In Search Relationships

Leadership Influence Engagement

LEADERSHIP

Why do we do what we do?

Impression

Or

Impact

Impression vs. Impact is the difference between:

Management

And

Leadership

We manage things, we lead people

Management is not something you do to other people. You manage your inventory, your checkbook, your resources. You can even manage yourself. But you do not manage other human beings.

LEADERSHIP:

The impact created through the influence of one person on another person or group of people.

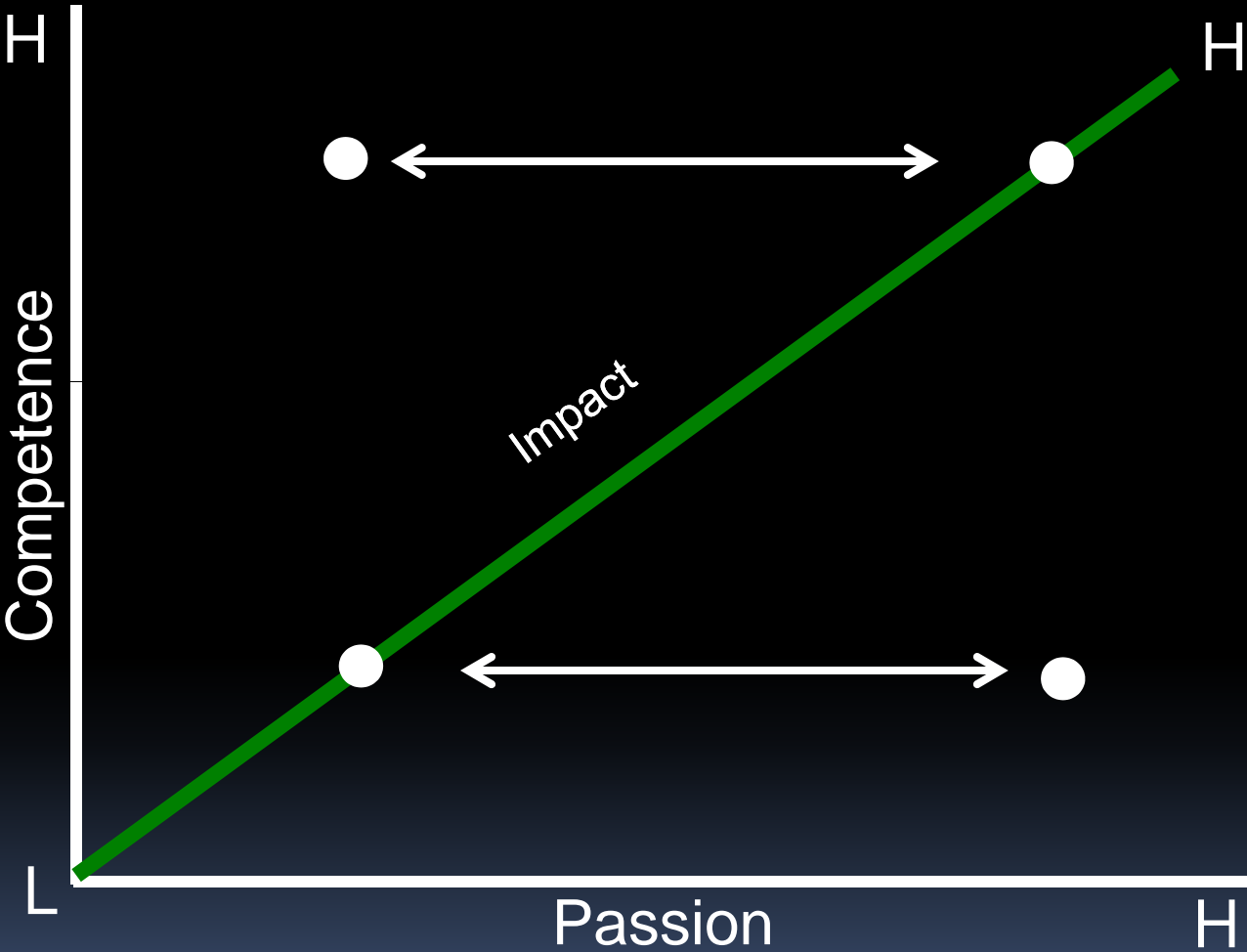
Are you positioned to have impact?

INFLUENCE

INFLUENCE:

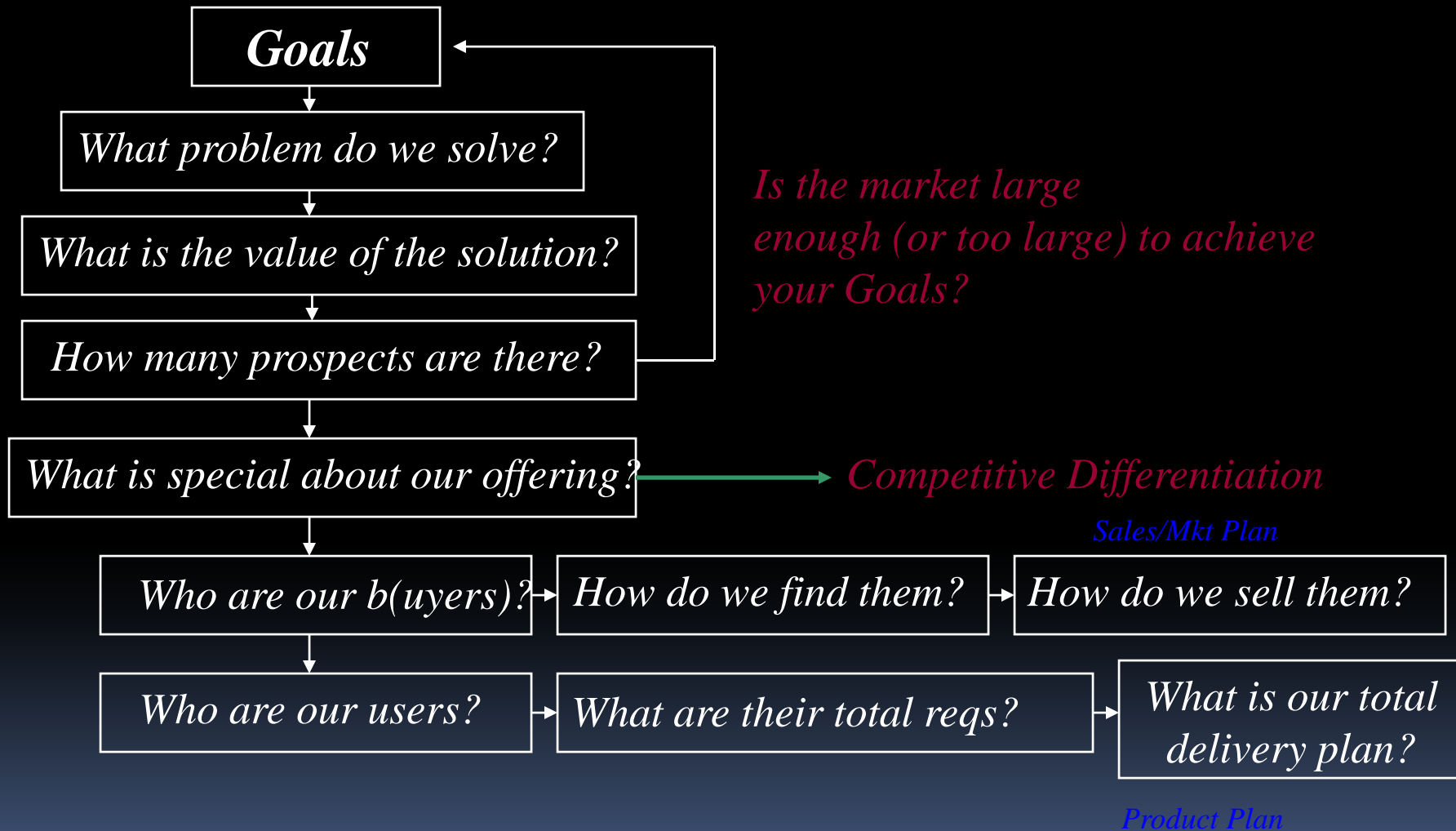
The ability of getting people to willingly do your will or follow your direction based on your personal level of trust and engagement with them.

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Strategic Planning Process

Elements of Excellence



EXERCISE:

Think of the leader who has had the most impact in your life as a result of their personal influence on you...what attributes describe them?

TOP ANSWERS:

Honest, trustworthy
Good role model
Caring
Committed to my success
Good listener
Held people accountable
Treated people with respect
Gave people encouragement
Positive attitude
Removed barriers/involved

OBSERVATION:

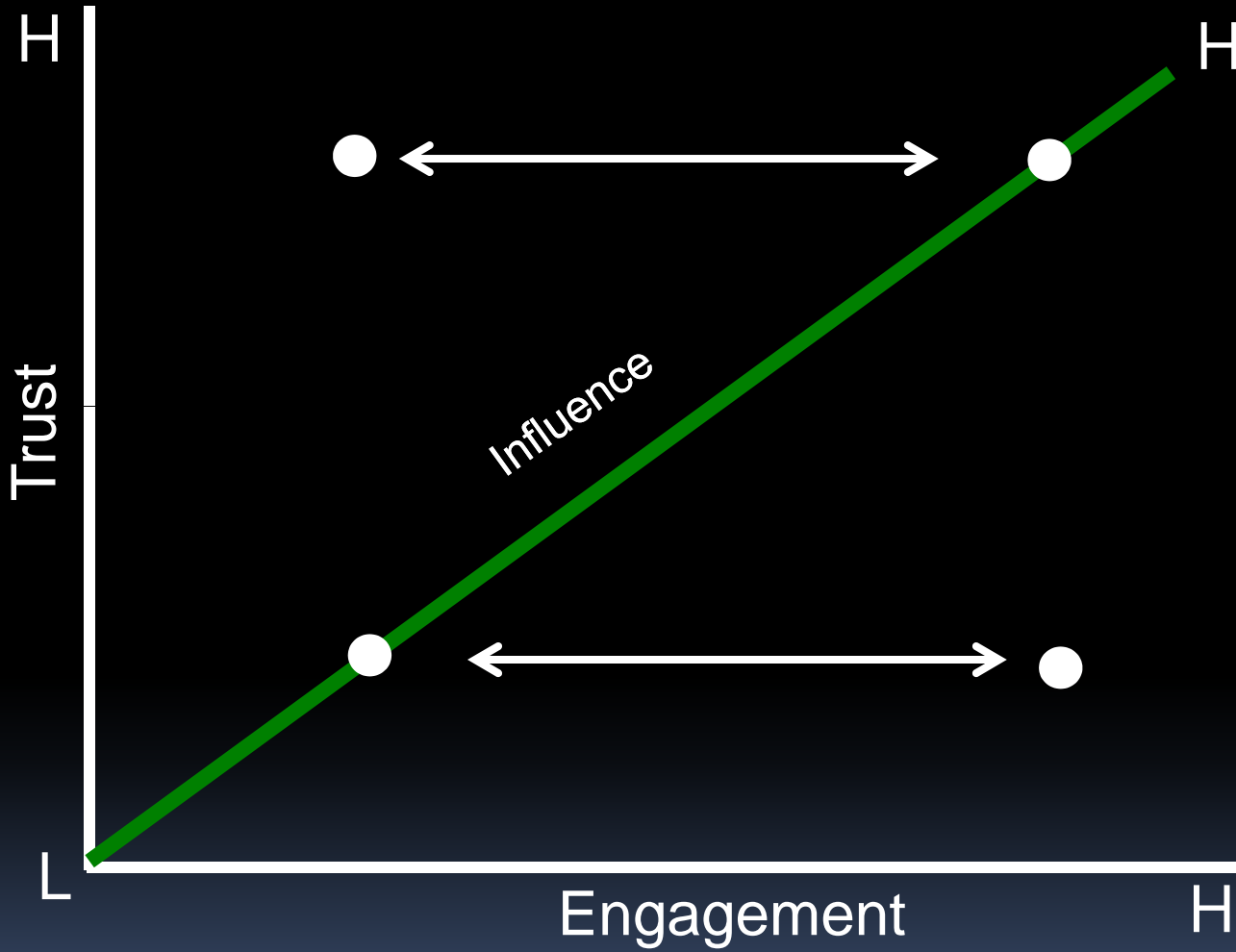
All of these traits are behaviors
and behavior is a choice

ENGAGEMENT

OBSERVATION:

Be the person people want to
engage

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Engagement

The ability to sustain relationships
by living attractive attributes
of high value

Focused Undivided Attention
Active Listening
Push for the 'Know'

OBSERVATION:

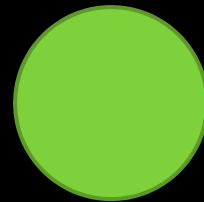
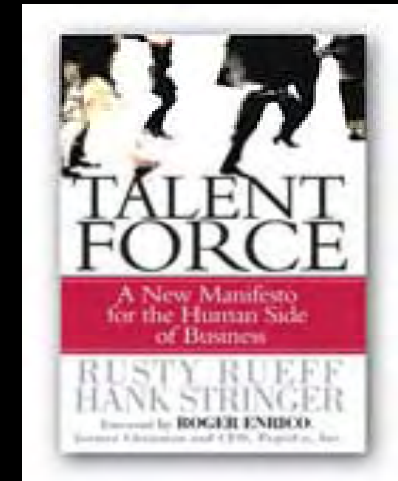
Clearly Engaged to Influence an
Impactful Outcome

Elements of Excellence in Search Relationships

Impact through Leadership

Influence through Competence and Passion

Clearly Engaged to Influence an Impactful Outcome



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Discover – The Engagement Conversation

“Successful recruitment professionals achieve credibility by guiding their candidates through value-driven business decisions.

- Conversational
- No Emotional Involvement
- One Foot Out the Door

Diagnose – Finding the Absence of Value

“Candidate loyalty and trust is won through respectful, honest, and diagnostic-based communication”.

- Questions of Subsequent Content – Know the Model / Industry / Players
- Test Early and Often
- The Candidate’s Crisis Point Decision

Design – Guiding Candidates on a Journey into the Positive Future

“Provide the candidate the confidence to invest in you by designing the project”.

- Clarify expected outcomes
- Choose optimal solution alternatives
- Establish time frame outcomes will be achieved
- Finalize decision criteria

Deliver - Closing the Deal for ALL

- Attention
- Facts vs. Emotion
- Push for the 'Know'

Strategic Planning Process

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