

Robert Sellery Associates, Ltd.
Expanding Services in a Executive Search

Leitung

Liderança

Leiding

Liderazgo

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RA

Leadership

Rukovostvo

■ Leadership Assessment

A key part of matching the right candidate to a senior-level position involves assessing the candidate's leadership abilities. Understanding the client's organizational culture—where it falls in the range from hierarchical to participative—is a critical factor in matching the person to the place.

We have developed an **understanding of the nature of leadership** and apply these ideas when interviewing candidates. For example, we hold that:

- The best leaders have better anticipation, resource coordination, and sharper planning for future needs.
- A time of change will require the capacity for imagination, intuition, and creativity in leaders, and the ability to combine old ideas and experience with new ways of doing things.
- Leadership is concerned with the critical decisions for the organization and the choices that affect the basic character of the institution.
- The most important aspect of the leadership process is the speed and direction of its forward motion and the nature of its side effects.

In interview situations we also make use of the **leadership skills and attributes** measured by Clark Wilson surveys. For example, we will assess a candidate's strength in the following areas: vision/imagination, risk-taking/venturesomeness, teaming/empowering, problem solving, persuasiveness, perseverance, energy, push/pressure, sharing credit, coping with stress, trustworthiness, and effectiveness/outcomes.

Following each interview we write confidential comments, which include our assessment of the candidate's leadership abilities. Our clients value this advice and regard it as a **key benefit of our search services**.

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