

Expertise Matters

Making the Most of Your Team

If you're a business owner or executive, you likely possess a document or file illustrating your long-range goals, strategies and objectives. In an academic setting, we refer to these as strategic planning documents or more generally, a business plan. In laymen's terms, these documents are considered your business strategy.

In reviewing your business strategy, what section or page covers your people strategy? Do you have one? Keep in mind, filling vacant billets isn't a people strategy – it's a task.

People strategies are the bridge or link connecting your business strategies to your business results. Formally, we refer to this process as Talent Optimization. To optimize talent, we must understand and consider how behavioral analyses impacts human performance. Secondly, we must also understand that core values are more than a document on your wall or words on your website. There are many facets to Talent Optimization, the primary two are hiring the best behavioral fits for your company and then developing or inspiring them accordingly.

Hiring

The number one reason employees leave an organization or company is directly correlated to a poorly trained supervisor or boss. The second reason, they aren't a behavioral fit for the role they were hired for. Understanding behavior is infinitely more important than merely taking a behavioral or personality assessment. Employees and people in general have natural behavioral drives, their drives create motivating needs and their resultant behaviors directly correlate to whether their motivating needs are being met.

Here are 5 hiring strategies for you to begin using today:

1. Hire candidates who possess the same or similar core values as your company
2. Examine your existing talent acquisition process – are you conducting interviews or assessing candidates?
3. If you aren't using a behavioral assessment – start doing so – immediately
4. Seek hiring assistance from your current employees – do they know candidates who fit your team or culture?
5. Hire slow – even if it hurts.

Inspiring Your Employees

Inspiring or growing your employees isn't optional – it's a strategy and a requirement. What processes do you have in place to grow your employees or your team? As you might imagine, I'm not referring solely to your succession plan. I am laser focused on your three-dimensional people strategy- where you add to the core competencies and increase the capacity of each investment on your team – your employees.

Here are five talent optimization strategies to inspire and develop your talent

1. Your employee performance review process – is this an administrative task or one with a growth and talent development focus?
2. Have you asked your direct reports "How am I doing as your supervisor or leader?" or "Is there anything I can do to help you become more effective in your role?"
3. Feedback is the most underused and misunderstood form of communication – to be most effective, supervisors and leaders must provide feedback on a daily or weekly basis.
4. Platinum Rule – Lead your employees based upon what they require not merely

your observations.

5. We manage processes and we lead people – Are you leading your teams?

Bonus: Inspiring and growing employees is about caring and service – in that order. If you care deeply about your team members, will you serve them in the way to best facilitate their growth?

If you are interested in learning more or discussing these topics in greater detail, please contact **Corey Christman** at 814-846-4109 or via email at corey@myvethos.com

About Corey Christman

Corey Christman is a career executive with over 25 years of experience leading diverse teams in both military and civilian capacities. He's completed advanced education and certificates at Cornell University, Washington State University and Syracuse University. Additionally, he holds an MBA in Entrepreneurship, and a B.A. in Criminal Justice. He is a retired Special Agent and criminal investigator and a combat veteran of Operation Iraqi Freedom. He is guest lecturer on various criminal justice topics to include terrorism prevention, sexual assault prevention and response, drug enforcement and managing informant operations.

Here's how you can help!

Let us know what topics you'd like to see addressed in Expertise Matters, or you might volunteer to write for us, too. Just get in touch with Lauren Thompson at lauren@jari.com.