

What makes a good Boss ?

Over the years we have recruited for hundreds of firms and watched from the birds eye view different levels of success in business building activity. There is one unanimous theme that makes the difference between success and failure : leadership.

The boss doesn't have to be the best consultant, the most liked or the funniest person in the pub but they do have to be committed to the cause and offer clear strategic direction, allowing others to manage and execute, giving them the freedom to think and operate unencumbered. They often say one of the biggest strengths of a boss is protecting their people from the myriad of issues that circle around our feet all the time. Directors direct and managers manage, they are two very jobs. Without strategic direction : choosing the right markets to operate in, the approach to those markets, getting the culture of the team right, spotting problems before they happen and running a solid back office ensuring that cash flows and profit targets are met The managers can't run their own business without this framework, recruitment companies are very often led by managers not directors or business people, this puts serious barriers on that firms growth potential and things often end in tears.

A strong leader will hold a team together, even if it is through their managers, they allow others to lead from the front but they will overtake if there are a problems, they will command respect and trust through their experience and loyalty. To is this guiding light is a must have for any business, especially a good recruitment company. We would encourage any person in this industry to look closely at two key things : 1. Who will you work for directly, buying into your report is a critical factor, this industry is a learn on the job business, without an inspirational leader that will support you, give you their time and tangibly help you it will be tough. Be careful of joining a firm just for that boss, what if they leave. Look at how long they have been there themselves, how committed are they, what has their tenure been like in the past , if they are a job hopper in the past they will probably job hop again ! Are they locked into the company, are they a shareholder. dont be scared to ask these questions, it's your career we are talking aout here !

2. Who is at the helm. Your manager is one thing but is the big boss, who are the shareholders and who controls the direction and strategy. If its a young firm with young experienced leaders it's obviously risky, if the boss is a tried And tested Veteran chances are the company will be a success. Again don't be scared to ask these questions, these are critial elements of your selection process.

Leadership Quotes

Leadership quotes :

- It is better to lead from behind and to put others in front, especially when you celebrate victory when nice things occur. You take the front line when there is danger. Then people will appreciate your leadership.
Nelson Mandela
- Leadership is solving problems. The day soldiers stop bringing you their problems is the

day you have stopped leading them. They have either lost confidence that you can help or concluded you do not care. Either case is a failure of leadership.

Colin Powell

- Effective leadership is not about making speeches or being liked; leadership is defined by results not attributes.

Peter Drucker

- Management is doing things right; leadership is doing the right things.

Peter Drucker

- I suppose leadership at one time meant muscles; but today it means getting along with people.

Mahatma Gandhi

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A good objective of leadership is to help those who are doing poorly to do well and to help those who are doing well to do even better.

Jim Rohn

- The supreme quality for leadership is unquestionably integrity. Without it, no real success is possible, no matter whether it is on a section gang, a football field, in an army, or in an office.

Dwight D. Eisenhower

- You don't lead by hitting people over the head - that's assault, not leadership.

Dwight D. Eisenhower

- Good leadership consists of showing average people how to do the work of superior people.

John D. Rockefeller

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Leadership cannot really be taught. It can only be learned.

Harold S. Geneen

- leadership is about taking responsibility, not making excuses.

Mitt Romney

- Without initiative, leaders are simply workers in leadership positions.

Bo Bennett

- Leadership is a matter of having people look at you and gain confidence, seeing how you react. If you're in control, they're in control.

Tom Landry

- Leadership is getting someone to do what they don't want to do, to achieve what they want to achieve.

Tom Landry

- The function of leadership is to produce more leaders, not more followers.

Ralph Nader

- Leadership comes in small acts as well as bold strokes.

Carly Fiorina