

Prezados Senhores,

Em qualquer tipo de organização, a identificação de líderes é uma preocupação constante, em um mundo em constante mutação.

No artigo abaixo, **Identifying Your Future Leaders**, há boas recomendações.

Ver

http://www.industryweek.com/articles/identifying_your_future_leaders_22529.aspx

Em seguida, um quadro com um resumo das dicas.

Tips for Identifying Top Talent		
<ul style="list-style-type: none">• Does this person have a proven track record for accomplishing impressive results—not just meeting expectations?• Does this person take charge and make things happen? Or sit back and let things happen before producing?• Does this person inspire confidence in his or her decision making?• Can this person lead through persuasion and influence? Can she or he serve as	<p>an effective sounding board to others who are struggling with complex issues?</p> <ul style="list-style-type: none">• Do others trust this person to lead projects and teams, even though he or she doesn't have a leadership title?• Does this person have an understanding of how to separate "what" from "how"? An awareness that establishing the destination before deciding on the mode of transportation is essential?• Can this person keep a global perspective? Are pri-	<p>orities apparent, or does she or he become mired in the details and tactics?</p> <ul style="list-style-type: none">• Do obstacles stop this person? Or do they represent challenges, not threats?• What success has this person had with multitasking?• How do unexpected and unpleasant changes affect this person's performance? <p><i>Source: Linda Henman, Ph.D., president, Henman Performance Group, and author, "The Magnetic Boss"</i></p>

Cordialmente,

Francisco Galiza.

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