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Assignments Handled:

- **General Manager – NDT Professional** – Oil & Gas
- **Trade Marketing Manager** – FMCC
- **Head of Supply Chain – MEA** – IT/Telecom
- **Currency Exchange House Branch Director** – Banking/ Foreign Exchange

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Dear All,

Welcome to our 8th monthly newsletter!

This month, we are going to share with you how we assess Leadership skills of the candidates we have interviewing for six years now. Leadership is being used so many times nowadays that we must understand what we mean by Leadership. In our opinion, there is not a single Leadership style but there are as many Leadership styles as we can find different individuals. We will not elaborate this month about the main different Leadership styles we can find in individuals, we are going to list down the criteria that we use in order to figure out what is the level of Leadership of the candidates we interview.

Next month, we will be talking about the concept of Emotional Intelligence (EQ) because non-cognitive skills can matter as much as I.Q. for workplace success.

Best Regards,

Zoran Marinkovic

Managing Partner – BM Management Consultancies

How to Assess the Leadership Skills of your Employees?

We believe there are six main Leadership characteristics: Interpersonal Skills, Motivation, Communication Skills, Problem-Solving, Implementing and Integrity.



Interpersonal Skills – how the person behaves and interacts verbally and nonverbal ways: is the person a leader who has a real impact on others and is the person sensible to others?

Motivation – a driving force or a psychological drive that compels or reinforces an action toward a desired goal; can the person take initiatives? Does the person have any drive? Does the person show determination to achieve or exceed goals?

Communication Skills – the activity of conveying information through the exchange of thoughts, messages, or information, as by speech, visuals, signals, writing, or behavior; can the person effectively dialogue with others? Can the person listen to others? Can the person make presentations? Can the person be understood by all the different culture present in their team?

Problem-Solving – using generic or ad hoc methods, in an orderly manner, for finding solutions to problems; can the person analyse and study issues? Can the person find out solutions to overcome the hurdles?

Implementing Company's Vision – Can the person plan and organize the execution of the plan? Can the person delegate to the most appropriate subordinates? Does the person participate to the success of the delivery?

Integrity – concept of consistency of actions, values, methods, measures, principles, expectations, and outcomes that meet honesty and truthfulness; is the person honest? Does the person talk bad about their previous or current employers (badmouthing)?

Now that you have our methodology, it is your turn to think about questions you are going to ask the candidates during an interview that could help you to figure out and rate the candidates on the characteristics described above. It can help you not only to identify leaders but future leaders as well who will make bright your organisation's future.



Meet BM Management Consultancies' Direct Search for Management & Experts

One of the most critical factors for the success of an executive search mandate or any assignment is the background and experience of the expert who has, on top of this, has a proven "Performance Driven" Philosophy. Besides, the consultant will be committed and accountable for the success of the project. This will ensure us repeating business with our clients because they like the way we work and how we are transparent about the founding and the outcome of each assignment. However, we do not stick to problems, concerns and issues but we communicate them to you, if any, and propose you solutions to resolve them.

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