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Titolo	Finding the best and the brightest [[electronic resource]] : a guide to recruiting, selecting, and retaining effective leaders / / Peg Thoms
Pubbl/distr/stampa	Westport, Conn., : Praeger, 2005
ISBN	1-280-70874-3 9786610708741 0-313-02741-2
Descrizione fisica	1 online resource (194 p.)
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Soggetti	Executives - Recruiting Employee selection Employee retention Leadership
Lingua di pubblicazione	Inglese
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Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references (p. [175]-176) and index.
Nota di contenuto	The selection of leaders matters -- What we know about effective leaders -- Identifying necessary leader attributes -- Recruiting leaders -- Leadership selection tools -- Developing and conducting a structured interview -- Structured interview questions -- Putting the pieces together -- Developing leaders to fit the organization -- Retaining effective leaders -- Selecting government leaders -- Improving organizations through improved leadership.
Sommario/riassunto	Finding the Best and Brightest proposes an approach to choosing leaders based on a set of criteria designed to align individual qualities with organizational or institutional goals. Peg Thoms challenges the popular trend in theory and practice toward transformational or visionary leadership, arguing instead that leadership must be developed in context; many organizations, for example, don't need visionaries as much as they need operational leaders, who get things done by focusing on present-day tasks, such as designing superior products and delivering exceptional customer service. This book pr