

1. Record Nr.	UNINA9910973988303321
Autore	Thoms Peg <1948->
Titolo	Finding the best and the brightest : a guide to recruiting, selecting, and retaining effective leaders // Peg Thoms
Pubbl/distr/stampa	Westport, Conn. : , : Praeger, , 2005 London : , : Bloomsbury Publishing (UK), , 2024
ISBN	9798400651397 9786610708741 9781280708749 1280708743 9780313027413 0313027412
Edizione	[1st ed.]
Descrizione fisica	1 online resource (194 p.)
Disciplina	658.4/07111
Soggetti	Employee retention Employee selection Executives - Recruiting Leadership
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
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
