

# How to Hire a Leader:

## Three Requirements Necessary to Hire Top Talent

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In my previous two articles, I talked about **what to look for** and **what to avoid** when hiring talent. But above all else there are three requirements that are “must haves” when looking for top talent. If you look for these three requirements, you will have the key ingredients for an emerging leader.

### 1. They proactively learn.

They take a broad-based view. They are able to absorb information quickly and put it into play. They demonstrate insatiable curiosity – about others, the business, industry in general, their function, and themselves.

### 2. They make change based on feedback.

Being “open” to feedback is simply not good enough. They are active in their desire to understand beyond their four walls. They take hold of feedback and incorporate it into meaningful change.

### 3. They pace appropriately.

This means leading not only from the front, but more importantly from the side and from behind. They weigh-in last or maybe they don't weigh in at all, especially in lower risk situations. They let the team figure out the best approach, while providing guidance to make sure they don't veer too far off course. They give the team credit and don't seek to get the credit themselves.

You cannot go wrong by searching for talent with a keen curiosity, the drive to act on feedback, and the ability to adjust how he/she leads - these are critical factors for leadership excellence.



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