

5 Ways to Identify Future Leaders.

1. Create manager roles for the business, not the individual

Don't create management roles simply as a reward or status symbol.

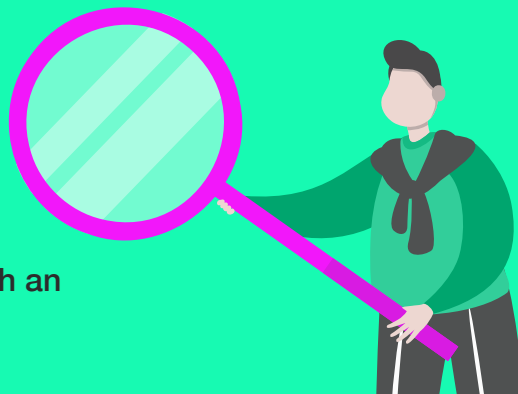
Only appoint managers when the business genuinely needs them - and remember, managers should manage people.

2. Define success before you promote

Be clear about what you expect from a manager before they start. Define:

- Reporting
- Reviews
- KPIs & analytics
- Team development
- Leadership responsibilities

Without structure, you'll often end up with an overpaid biller instead of an



3. Look beyond billings

Top billers don't always become great managers. Instead, look for adaptability, commercial thinking, a passion for developing others and a drive to improve. These qualities can all be identified through effective interviewing and psychometric tools.

4. Let future leaders practise

Create opportunities for future leaders to prove themselves before promotion. Examples include:

- Leading a BD day
- Implementing a new process
- Owning internal projects

Focus on outcomes - not just participation.

5. Leadership is a commercial investment

Strong managers increase the value of your business.

Whether you're planning for growth, succession or an eventual sale, leadership capability is a commercial asset - not just an HR responsibility.

Create a leadership pathway that rewards leadership potential, not only billings.



Want to build stronger recruitment leaders?

Alison Humphries helps recruitment businesses identify, develop and retain the leaders who drive long-term commercial success.

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