

## **5 reasons why CEOs should be involved in hiring**

The art of recruitment is one which has to be honed over the years, through the help of experience and increasing knowledge.

And whilst many companies choose to outsource their hiring practices, some executives believe that CEOs have a right, and an obligation, to be a part of recruiting their staff. We believe Chief Executives should be playing a more active role in recruitment.

Here are five reasons why CEOs should be involved -

### **1. Ensure a corporate culture fit**

When hiring someone who becomes oil to our vinegar, it will be a disaster and could create a toxic environment that causes other valuable team members to leave.

The resulting drain of talent could stunt our growth and, quite possibly, sink the company. A culture fit is every bit as important as experience, talent and education.

### **2. Lack of choice**

Early hiring is crucial in a start-up. Some people would prefer to work in a more structured, hierarchical environment. However, an early-stage company may require a person to be out of their comfort zone from time to time.

### **3. Finding passion**

Over the years companies have discovered that passionate people have traits that translate well into business success. They're not afraid to attack a challenge from a different angle or take risks, and will continue to work at something until they've reached what they consider to be the pinnacle of achievement. Even then, they continue to work at it, because that's what they love.

### **4. Develop hiring as a skillset**

The goal in hiring is to find the right person to fill the right position. When you hit the right combination, incredible results follow -- for both the person hired and the company. Learning how to hire the right person requires work... and the more you work the better you get.

### **5. Make the final call**

Finally, the CEO should be ultimately responsible for who is coming in and out of their company. Companies must understand the ultimate cost of hiring, not only in dollars but also in time and energy and the value to the company. No one wants to needlessly throw away money and certainly no one has an abundance of time they can afford to waste. If you don't get this part right, nothing following will matter.