

## Hiring, Retaining & Developing Talented, Authentic People

**A Fresh Look at 'People Fit' is worth at least 350% of your time.**

### Introduction

Selection is too costly when a poor 'people' decision is made! It compounds the risks of any impact the person has on the business and themselves, exponentially - at every point in that person's employment cycle - until all affected find out what that person does really well! Overall 'Fit' is crucial! A person's level of 'role related technical, aka 'biz', knowledge and skills' may be exemplary, but too often these skills are weighted far too heavily in making a 'people' decision. Making an incomplete OR otherwise faulty people decision costs at least 1.5 the annual salary of the person being replaced. This alone can be worth 350% of the investment it takes to avoid it! But that's just the tip of the iceberg.

### What Kinds of 'Fit' Matter Most and Are Related Measures Affordable?

Both experience and recent human performance research tell us that 'work culture', as a 'strategic element, trumps any strategy, execution plan or other business performance factor - in any economy. And if your organization is like most, work culture is likely frustrating your current 'business growpath' and wasting the increase in profitable business outcomes to the tune of approximately 2.0 to 3.5 times your current return rate.

To address this problem, and help your organization start leading and managing all strategic business elements as ONE, we believe we have gathered virtually all of the 'People Fit' tools and services essential to operating a successful business in today's complex society - by using a recalibrated standard we call Adaptiflex™.

'Adaptiflex' is the person's overall abilities to lead and manage any of the strategic or other elements of their role collaboratively with all stakeholders, as ONE. Specifically, these are comprised mostly of the individual's self-motivated talents (see MAPP™), cultural skills (e.g. BusEx Q) and behavioural (personality) strengths found elsewhere in the BEAPPs™ Reports. IQ is also important in that it should be suitable for the role level(s) the person *is expected or likely to face* given the organization's projected growpath. Only after these factors are known to be sufficient for the organization, should one realistically judge the individual's current role related technical, aka 'biz', knowledge and skills... to see if these are (minimally) sufficient for the starting role...if so, then and only then can 'People Fit' be considered 'excellent'!

We chose the name Adaptiflex to describe how each of us who, as a social being, acts in every part of life's web in ways which are 'wholly unique - more so than a snowflake'... Yet, as we regularly adapt to many different tasks and roles (some more easily than others) we must interact in ways that satisfy a 'resource group of some kind' to be successful. In other words, while acting uniquely, acting with other stakeholders 'as ONE' is critical to everyone's success.

And, functionally, Adaptiflex as *the prevalent 'people decision' measure provides* a reliable gyroscopic bearing on a given individual's (and thereby any group's) relative suitability to any task or role over time. In addition, the notion of such a bearing steadily frames the business' strategically adaptive, communications context - keeping everyone's 'in the moment' eyes and attention willingly on the

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'structured' executional task(s) or role(s) in sight, and, related 'performance and relevant skills' dialogues meaningful. (For discussions, 'Colours' or 'Type' may also be useful, and we carry them.)

## **Will Your People and External Candidates Willingly Use Such Tools/Services?**

Everyone who wishes to best serve themselves and your business accountably, humbly and authentically is likely going to want to take advantage of our offering(s). Why? **Each of us needs to know how we can have the best impact in life – in order to fulfill our changing needs, everyday.**

Said another way, in order to survive and thrive any apparent situation, we are all hungry to know the limits of our abilities to adapt successfully 'in the moment'. Since we cannot be certain of the total circumstances in any of life's 'task(s) or role(s)' at work, or elsewhere, we must use the self-knowledge of our unique strengths to assess 'the likelihood' of our suitabilities to chosen situational arenas and task(s)/role(s) where we can have our best successes.

And our tools and services supply this information – as its needed!

## **Conclusion**

In conclusion, an ongoing 'People Fit' reading like Adaptiflex is affordable, appealing and crucial to strategic effectiveness, on many levels (personal, team and organizational), as the business adjusts to key results and wants to chart a better course to manage inevitable risks - especially in turbulent times.