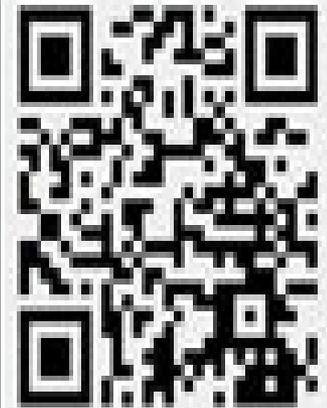


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Executive Selection

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Executive Selection:

Executive Selection Valerie I. Sessa, Jodi J. Taylor, 2000-07-04 Strong leadership is essential for survival in today's competitive business environment. Yet it has been estimated that from 25 to 75 percent of top executives hired today fail. Such failures can cripple the organization and adversely affect its stakeholders. So how can senior level positions be filled with leaders who fit the bill? The Center for Creative Leadership has studied executive selection for years. Its researchers have interviewed hundreds of executives, analyzed the decision-making styles of the people who make selections, and studied the latest management and psychological literature on the subject. *Executive Selection* draws on this research and on the extensive experience of the authors in working with top-level management to offer a series of steps that decision makers can follow to make better hiring decisions. After detailing who should be on the selection team, the book shows how this group of people can develop a systematic way to look at the organization, its environment, the open position, and the candidate requirements. The team thereby develops an image of the ideal candidate that can be used throughout the selection process. Next, advice is given on the best way to develop a good candidate pool and how to gather and use the right information to determine who should be hired. Finally, *Executive Selection* makes recommendations that will help ensure the new executive's successful transition into the organization and his or her continued development. In all these steps, represent a comprehensive, easy-to-follow system that takes the mystery out of selecting for success. The book's strategies for pinpointing the right person for the job apply to the selection of CEOs, officers, and others in the executive suite. Executives, boards of directors, and HR professionals can use these strategies to improve their selection processes. Investors can use them to assess the executive selections being conducted within companies of interest. And researchers can use them to garner ideas for additional work in the field.

Executive Selection Valerie I. Sessa, Robert Kaiser, Jodi K. Taylor, Richard J. Campbell, 1998 This book presents a study that examined the apparent failures of many top-level executive selections. For the study, information was gathered from 494 top executives. The research's purpose was to determine how executives are defined as successful or unsuccessful, how executive selection takes place in modern organizations, and what determines whether companies look inside or outside for a successor. These questions were addressed through an organizing framework that outlined the domains related to executive selections. These domains were developed by combining what is known about selection at lower levels in the organization with the differences and special needs of selection within the top ranks of the organization. The results indicate that performance measures how one does the job do not differentiate between successful and unsuccessful executives. In addition, selection processes are related to the eventual success or failure of executives according to the explicitness of organizational needs, position requirements, and who is selected to be in the candidate pool. The study also found that internal selection processes differ from external selection processes in terms of organizational needs, position requirement, and other factors. Selection processes vary in length of process and number of candidates considered. Two appendices present the study

protocols and limitations Contains 40 figures and 40 references RJM

Executive Selection David L. DeVries, 1993 This report an expanded version of the working document that anchored the 1992 Center for Creative Leadership conference on executive selection summarizes and evaluates the contributions of research and practice to the understanding of how to choose the most effective leaders for organizations Following a brief look at the realities of organizational performance that have led to the growing interest in executive selection an overview of executive selection is presented in the form of nine observations Each observation is comprised of a literature review and recommendations to improve practice The observations are summarized as follows 1 There is much new research from the last 30 years to help increase the odds of picking successful executives 2 corporate executives are not using personnel selection tools 3 a holistic context rich approach is most significant 4 opportunities for managerial growth should be maximized throughout the careers of all candidates 5 more accurate and detailed performance measures of how executives perform must be developed 6 assessment models must be appropriate to the 21st century 7 hiring external candidates poses risks to both the candidate and the organization 8 organizations must promote diversity in leadership by including women and people of color and 9 there is a need to get past ennui and miscommunication about executive selection Appendices contain a list of the conference s principal speakers definitions and list of further questions Contains 108 references LMI

Selecting International Executives Manuel London, Valerie I. Sessa, 1999 Organizations looking to establish and maintain a proactive global presence have executive selection requirements that go beyond traditional leadership skills These requirements also include cross cultural experience in negotiating developing and maintaining partnerships with other businesses worldwide Because the globalization of organizations is relatively new little is known about how to identify and select executives who have the skills to operate effectively in a global environment This book for practitioners and human resources professionals summarizes the most current information about the skills needed to successfully lead a global organization and defines a framework for identifying executives who possess those skills

Senior Leadership Teams and the Agile Organization Stephen J. Zaccaro, Nathan J. Hiller, Richard Klimoski, 2023-07-31 Senior Leadership Teams and the Agile Organization builds on existing knowledge in the leadership teams and strategic management literatures to examine and explore how senior leadership teams drive the dynamic capabilities of organizations Organizational agility is a key dimension of organizational performance This volume focuses on senior leadership team processes and attributes that facilitate organizational agility and the organization s capacity to perform and rapidly pivot in response to shifting strategic demands Chapters summarize the current state of knowledge examine past research and theory define research and theoretical gaps and consider how to address these gaps In so doing they offer an understanding of how senior leadership teams drive and enable organizational activity The book is essential reading for researchers and professionals looking to understand the intersection of leadership team dynamics organizational psychology organizational psychology and strategic management particularly in relation to organizational

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Thomas E. Cronin, 1989 In fourteen essays supplemented by relevant sections of and amendments to the Constitution and five Federalist essays by Hamilton provides the reader with the essential historical and political analyses of who and what shaped the presidency

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