

Choosing and Recruiting for an Organization

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## Choosing and Recruiting for an Organization

In this paper, I will explore how to identify and recruit my team. It will describe the qualifications of the team members. As leader, I will provide a winning process for an organization while discussing who is holding my ladder. I will explain how to react to management conflicts. I will analyze how organizations fail when they structure, culture, and support systems are not properly implemented. The most valuable asset in an effective organization is systems that include cultural effects as an important dynamic.

### Identifying Team Members

When identifying your team there are management or systems that are effective of the leader who depends on the person that is supporting him in his roles. The most important thing to leader should be who is holding his ladder. No matter who the leader is he is not able to accomplish his goals without the help of others who faithfully support him from the bottom to the top. Therefore, recruiting is essential and finding the most dedicated and qualified people to help do the work the leader envisions. According to Sam Chand, their specific requirements and qualifications that leaders should know. He thinks that leaders me letter holders the most when we make a jump from activities to working with individuals. That powerful statement engaged my thinking to also believe that God never intended for the local church or any organization to be a one-person task. Therefore, it is obvious that great visions and leaders must actively recruit team members. However, this daunting task can be laborious. It can sometimes cause the project to end up and messy scandals, deep-seeded anger, and serious recriminations. Although many things could happen even good things if a leader has no directions from God failure is inevitable. The right ladder holders and any organization or church would be people who are committed to

Christ or the mission of the involvement. Leaders must seek after the winning qualities such as integrity, committed, and trainable people.

The basic principle on the positive side of the quality of people you are looking for should be people who could do the job and get it done. That is the bottom line. The negative quality you don't want to pick the wrong person who doesn't have the strength nor the qualifications normal consistency to climb the ladder with you Because you would never accomplish your goal with a person who is non-qualified for the job. For instance, I had the opportunity to work with a very popular organization founded in the Atlanta area is called Hosea Feed the Hungry and Homeless. I worked countless hours as a receptionist and still do from time to time, as a volunteer. I was told to fill out a volunteer packet, which included some of my qualifications. Of course, one of my qualifications were taking calls in a call center and had learned customer service qualifications through that company. During that time, Hosea Feed the Hungry, needed help in the office. There are many calls that coming into their call center. However, after learning reading their Mission Statement for Hosea Williams Legacy, I was sat at a desk with phone in front of me. I was told, just pick up the phone, listen to what the caller was asking, and go to work. I did not have a clue how to answer the questions nor the resources were available to me before taking my first the caller. I was also told to just put the caller on hold and then ask the office manager sitting a couple of feet from my desk. This was time consuming and I felt very inadequate, and I felt that it was unprofessional to be put every caller on hold to find each answer to their questions. However, as a willing volunteer, (a ladder holder), so I began to develop scripts on my own, to help me convey to the caller as they were holding for the answers. I was very polite and willing to learn. I listened to the office manager as she answered questions to the callers and I decided to just say some of the same things that she had said. Even though I

felt that this organization was taking a big risk of letting me answer calls to their clients and donors, who were the backbone supporters to listen to a person who did not know their job. This lesson was not how I would have trained a volunteer or team members for anyone organization. Sam Chand says, "Ultimately, the fulfillment of the vision depends on the people who support the ladder of the visionary leader." [ CITATION Cha03 \l 1033 ]

The basic principle on the positive side of the quality of people you are looking for should be people who could do the job and get it done. That is the bottom line. The negative quality you don't want to pick is the wrong person who doesn't have the strength nor the qualifications and normal consistency to climb the ladder with you. Because you would never accomplish your goal with a person who is nonqualified for the job. For instance, I had the opportunity to work with a very popular organization founded in the Atlanta area, it is called Hosea Feed the Hungry and Homeless. I worked countless hours as a receptionist and still do from time to time, as a volunteer. I was told to fill out a volunteer packet, which included me to list some of my interest and work qualifications. Of course, one of my qualifications were taking calls in a call center and had learned customer service qualifications through another company. So, at that time, Hosea Feed the Hungry, needed help in the office. There are many calls that come into their call center. However, after learning reading the Mission statement for Hosea Williams' Legacy, I was sat at a desk with a ringing phone in front of me. I was told just pick up the phone, listen to what the caller was asking, and go to work. No quality training requirements at all. I did not have a clue how to answer the questions nor the resources were available to me before taking my first the caller. I was told to just put the caller on hold and then ask the office manager sitting a couple of feet from my desk. I felt very inadequate, and I felt it was unprofessional to be put each caller on hold to find each answer to their questions. However, as

a willing volunteer, I beginning to learn scripts on my own, to help me comfort the caller as they were holding for the answers. I was very polite and willing to learn. I listened to the office manager as she answered questions to the phone and I decided to just say some of the same things that she had said. Even though I felt that this organization was taking a big risk of letting me answer calls to their important clients and donors, who were the backbone supporters to listen to a person who did not know their job. This was not how I would train volunteers nor choose team members for any organization. Sam Chand says, "Ultimately, the fulfillment of the vision depends on the people who support the ladder of the visionary leader.[ CITATION Cha03 \l 1033 ]" Hosea Williams is a very important of the Atlanta community. I made a choice to be a "Ladder holder" despite the circumstances and put forth my best efforts forward to answer the phones, because of the vision, there was little structure and positive culture.

Most leaders will always face conflicts. According to Dr. Robert J. Clinton, "the general conflict process item describes any conflict that is used to develop a leader in his spiritual life or ministry. Conflicts is a powerful tool in the hand of God and can be used to teach leaders lesson that he would not learn in any other way. He also states that conflicts may come from without, that is, those who are not believers and from within, from those who are believers. Sometimes the conflict from within is the most difficult to face because a leader has a higher expectation from believers.[ CITATION Cli121 \l 1033 ]" My experiences when leaders face conflicts is that of unreasonably disregard. It truly hurts when your expectancy of a leader fails you by not being truthful or when he makes mistakes and do not properly correct himself. For instance, a professor, tells his class that he will not give an exam. Then, he announces that he will give that exam next week, anyway. The students are now upset and have just lost respect for that professor. The whole class is filled with anger and chaos. The professor just blatantly lied. Lies,

alibis, and excuses should be handled in a delicate way, perhaps, with an apology and integrity. Integrity is one of the most important qualities of being an effective leader, without it, failure will soon follow. God gives us to test in conflicts and if the lesson is not learned, then most likely the lesson will be repeated, and the repercussions may be great. The professor has also created a toxic cultural facet of intimidation. "Culture not vision, or strategy is the most powerful factor in any organization." These traits can be identified and change if seven steps are taken. Culture Health consist of these seven factors: Control, Understanding, Leadership, Trust, Unafraid, Responsive, and Execution. [ CITATION Cha18 \l 1033 ]." With insight being the first and crucial step toward the change. However, many leaders confuse vision and strategy with culture. "Culture" is the most valuable of the three. Even though vision and strategies are good tools, culture cannot go unnoticed, unspoken and unexamined. Most leaders never even focus on these issues. This brings me to another experience when comparing my two-favorite fast-food restaurants. Chick-fil-a and Popeyes, yes chicken is a favorite food choice for me. However, the difference between these two restaurants is very different. At Chick-fil-a, I get the best service ever, no problems with my order, no problems with the wait-time, always get welcoming smiles, and a have a great day salutation. I always feel great when I leave and enjoy the food as well. At Popeyes, some days are good, and some are bad. It depends on the area of town that I am visiting. Why is that? "Culture" is the answer. All leaders should be inspiring and embrace culture as a major factor to prevent a spreading toxicity in their organization. If they do not implement, then the toxic culture will spread like cancer or as a carbon dioxide the "silent killer".

In conclusion, the writer has explored how to choose and identify quality team members. The team member who is holding your ladder given the leader the ultimate support to accomplish the mission and or vision. Even though vision and strategies are good tools, culture

can go unnoticed, unspoken and unexamined. Most leaders never even focus on the issue because they may not be aware of the situation or frankly do not know how to fix it. It may cost too much time, money or too much work. When choosing team members, it is vitally important to seek people who will get the job done, as Jesus did when choosing his disciples. God has a divine path for all his people and He allows us to face challenges and conflicts. Conflicts is the way to learn the lesson. God always allows leaders to make their own choices. This is the only way we can learn to trust that God's way and not our way, is the solution to every problem, even when we are choosing our team members and/or Who is holding our ladder?

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