

When hiring senior managers, what qualities do you most look for? How would you describe your perfect senior management candidate?



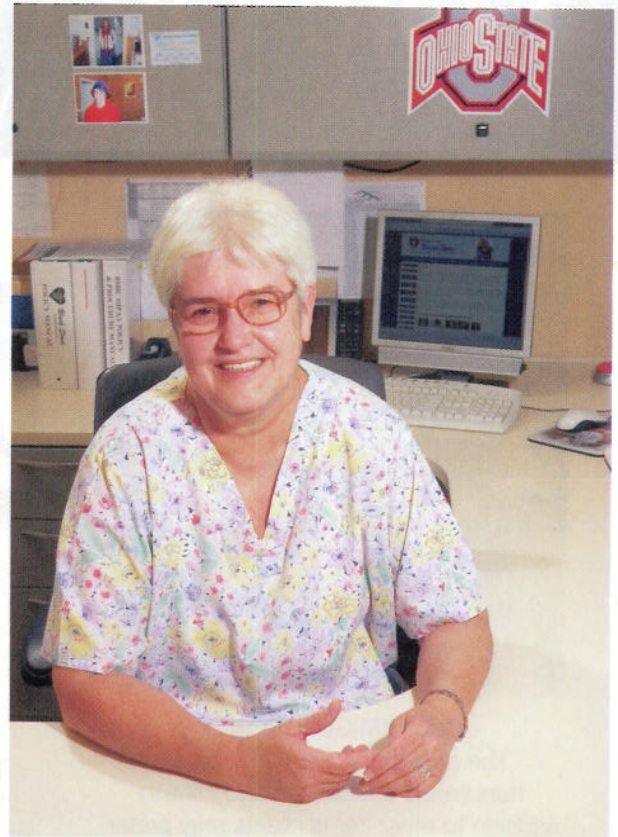
Hiring any new employee can be challenging, and many times it seems like a crapshoot! In my searches for senior managers, there are times when I believe I have been successful, there are times when I have failed miserably, and typically I found myself somewhere between the two. I would attribute my successes to being lucky, and my failures to ignoring the "red lights" going off in my head during the hiring process.

There are three things I hope to quantify as well as I can during the hiring process: The first is work ethic. Over the years, I have found that this is something I cannot teach – either an individual has it or they don't. The next key issue is cultural fit. A driving business principle for me has always been to create customer- and employee-centric organizations. Finally, I want to see some evidence in their work history of an ability to commit to a cause.

Vince Lewis
Chairman/CEO

Logos@Work LLC, CEO of Rough Air Associates and Chairman of 4 Iron Development

B2B staff photos
by Ty Greenlees



As director of nursing for Home Care by Black Stone, one of my responsibilities is to hire and manage licensed practical nurses (LPNs). When hiring, I look for the candidate who has a strong sense of company loyalty and integrity. He/she must be organized, detail-oriented, compassionate and possess a skill set that allows for supervision of a mobile workforce. Our ideal candidate possesses these qualities as well as promotes Home Care by Black Stone in a positive way.

One of the challenges I face in hiring LPNs is to keep my criteria in the forefront. The candidate that I may be most drawn to on a personal level is not always the best hire for our company. Our founder, David Tramontana, has implemented programs and strives to have our company be community-centric. He cares greatly about the Dayton community and it shows. We want that reflected in all of our company hires.

Peggy Schmidt
Director of Nursing
Black Stone Health Care