

Articles

Getting the team right the first time

Judy Suiter, President and Founder of Competitive Edge, Inc., author and well-known speaker, was in Luxembourg the first week of October to give executive level coaching courses exclusively to clients of Luxembourg Human Resources Firm, The Lilith Project Sarl.

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In the world of coaching, American Judy Suiter is a stand out. Smart, energetic, personable and an entrepreneurial force in her own right, Judy has trained over 450 organizations and over 55,000 people throughout the world and has a string of certifications and awards that would leave most people breathless. Suiter, no stranger to Luxembourg, conducted intensive executive coaching courses to clients of The Lilith Project Sarl for one week at the Hotel Parc Belair.

Suiter works in partnership with Target Training International and bases her courses on the TTI/MDI assessments system and the DISC behavioural model (see paperJam article Nov 2005).

On 03 October, Judy gave a course on benchmarking and recruiting a team, based on the fundamental challenge of finding, "the right people to put in the right places at the right time". Once the people are in place, the challenge is to build a team that is composed of all the talent required to match the values of the company and the needs of the tasks. Next, how do you get that team to work together, especially if they have different behavioural styles or values?

These issues are especially timely right now for the Human Resources and Recruitment Industry in Luxembourg, which is feeling the pressure of high demand and not enough supply of target candidates. "We are now at the cusp of the largest labour shortage in the history of the world with a specific European and American focus," says Judy. "There is a real management gap. For example, China is recruiting people from all over the world because, even with the huge population in China, there is still a shortage of people with efficient management skills."

Suiter coaches professionals on how to select the right candidate utilising TTI software. This can determine the traits required for a particular job. Does the position call for strong promotional traits? Is someone with the ability for social relationships a better choice? She even spoke about strategies to help motivate already hired employees who demonstrate instances of being poorly matched for their tasks. Using a mathematical formula, Suiter explained how it is financially inefficient for a company to continuously hire ineffectual candidates, who are trained at the expense of time and investment, grow dissatisfied in their job, and ultimately cost money to "get rid of" from the company. According to Suiter, this entire cycle, which only starts over and over with another series of resource draining recruitment efforts, can be broken if the right tools are used to choose "the right people in the right places at the right time" and then keep them motivated.

Judy herself is a fine example of an entrepreneurial spirit who never gave up. She started her company 25 years ago with \$58.38US and has built up a successful company and travels all over the world. She has been invited by Eugene Valentjn to speak in the middle of 2007 at the International University of Entrepreneurship, which is a new university that has been established to teach entrepreneurial skills and will be setting up campuses in various locations around the world.

Mary Carey