

Three Keys to Creating a Strong Talent Pipeline



1 Build a network of people who would be amazing on your team.

Find them everywhere and stay in touch. They may be working for a competitor; they may have waited on you at lunch, or they may be someone you worked with earlier in your career.

2 Continuously raise the bar in your own ranks.

Bringing in new employees that push everyone to engage more fully and perform at a higher level is one of the ways great organizations continue to thrive.

You should also be looking for the next opportunity to move a mismatch out of your practice and give them the chance to be successful elsewhere.

3 Hire for your future, not your present.

Create and keep an up-to-date talent profile that clearly articulates the kind of person you are looking for. Revisit that document on a regular basis and update it based on where you want to be in the future.

