



# LEADERSHIP DNA

Presented by The Callidus Group, LLC





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# People Management is Changing



Competitive Recruiting Environment



Mobile Workforce



Collaboration



Alignment Impacts Success



Career Planning & Succession

**BirdDog**HR<sup>2</sup>



# Complete Talent Management Solution



## Cloud-Based Talent Management Software



Recruitment  
and ATS



Onboarding



Performance



Learning



Succession

## Managed Services



FasTrack Premier



Source Assist



Drug and Background  
Screening

**BirdDog**HR<sup>®</sup>

## BirdDogHR Expertise



- Since 1997
- Pure SaaS
- 750+ customers
- Complete Talent Management
- Focus on Federal Contractors,

Construction, Engineering & Supply

- Roots in Recruiting & Job Boards for Construction & Skilled Trades



# Resources Now Available at BirdDogHR.com

**BirdDogHR?**  
Top 5 Recruitment Strategy Trends for 2015

In today's competitive business landscape, speed and agility are critical. As an HR and business leader, you also know that time can be the difference between hiring a talented candidate or watching him or her have success with the company down the road. In the long run, it's the growth opportunity that your company is going to lose if you are hindered by your recruiting and hiring process.

Finding and retaining qualified talent is a challenge that has almost been there. It's nothing new to you. What is new is the current gap in talent and the shortage of qualified applicants. Finding those candidates with the operational skill sets and knowledge you need is becoming a time consuming, resource draining, daunting task.

But it doesn't have to be. It's time to take the complication out of identifying candidates with the potential to take your company to new heights. It all starts by getting your own house in order. That way, when you make a connection with a great candidate - you're prepared to hire. In the following white paper, we are going to show you the top 5 trends that it comes to recruiting those hard-to-find candidates in 2015.

**Top Trends for 2015**

- Social & Internet
- Focus on the Candidate
- Video Interviewing
- Fast Hire Workflow
- No Vacancy Rate - Compliance

[www.birddoghr.com](http://www.birddoghr.com) | [sales@birddoghr.com](mailto:sales@birddoghr.com) | 800.462.7021



**BirdDogHR?**  
5 Techniques to Retain Top Employees

You spend a lot of time recruiting and interviewing top talent, looking for those heavy lifters that are going to be crucial in taking your company to new heights well into the future. Once you find them, it's time to start working toward retaining them. Sound a little out there?

It's not. Employee retention is ongoing. It starts from the day you hire those bright new employees and they leave your organization many years later a happy, healthy, wealthy and wise retiree... It's ok to dream big. These five tips to retain your top talent can help get you there.

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**Associated Builders  
and Contractors, Inc.**



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# Defining and Exploring Leadership

Leadership is:  
- A Skill Set  
- Learnable

A leader is one who knows the way, goes the way, shows the way.

- John C Maxwell



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# Leadership is:

- A Skill Set
- Learnable

## Leadership vs Management

- Leaders do the right things.
- Managers do things right.

## Traits

- Trust
- Honesty
- Self Assurance
- Stability
- Presence/Charisma
- High energy
- Maturity
- ...

## Expectations of the Group being led

- Vision
- Plan
- Communication

Works for all leadership styles.

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# RELATIONSHIP

High

Low Task  
High Relationship

**COLLABORATION**

High Task  
High Relationship

**INFLUENCE**

**TASK**

Low

High

**DELEGATION**

Low Task  
Low Relationship

**DIRECTION**

High Task  
Low Relationship

Low

# Expectations of the Group being led

- Vision
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- Communication

Works for all leadership styles.

# Traits

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### Sanborn Six Principles of Leadership

POWER OF:

- Self mastery
- Focus /with People
- Communication
- Execution
- Giving

### Kouzes and Posner Fundamental Practices

- Challenge the Process
- Inspire a shared vision
- Enable others to act
- Model the way
- Encourage the heart

### Colin Powell

"Leadership is the art of  
accomplishing more than the  
science of management says  
is possible."

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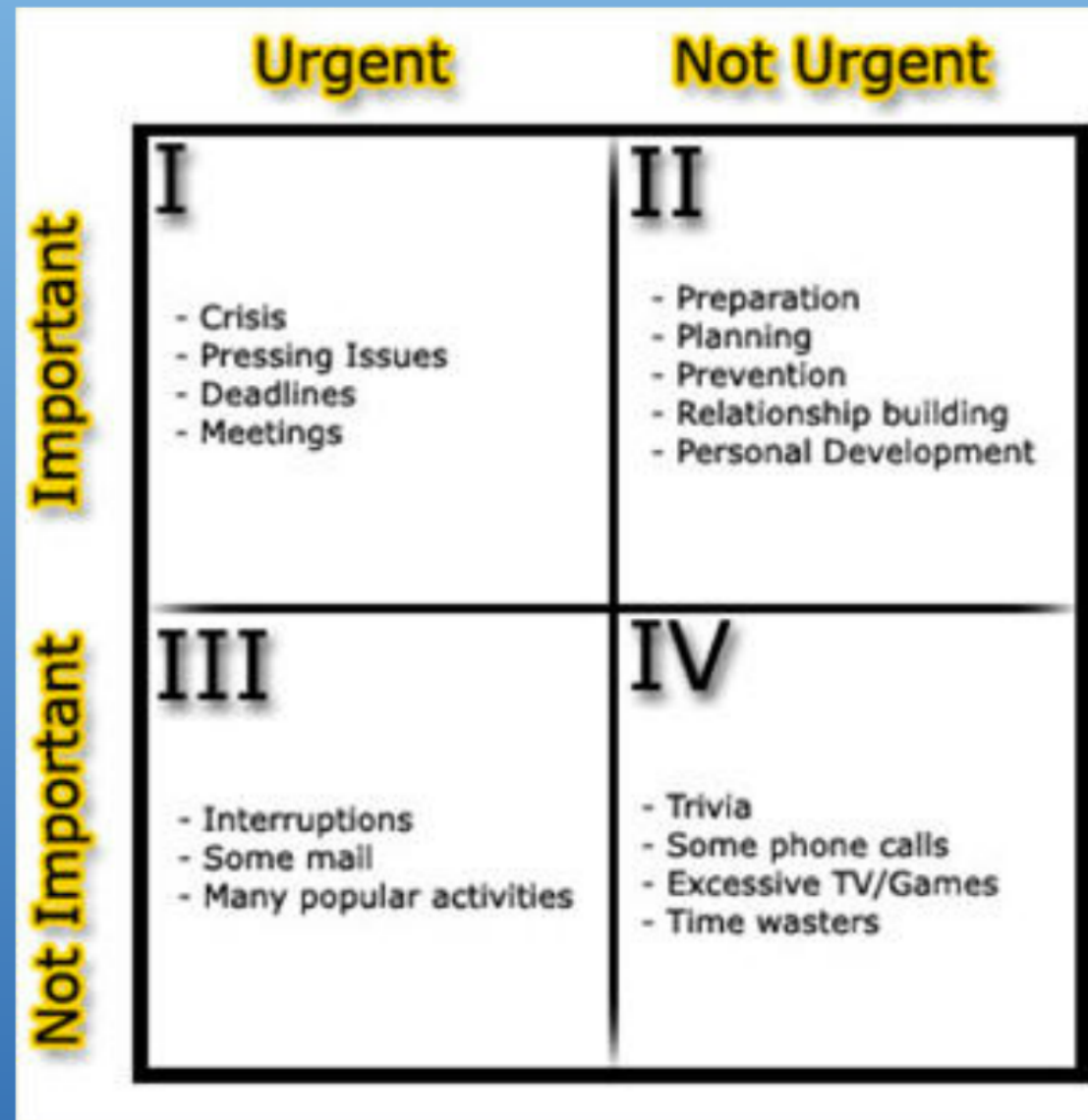
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# Leadership Skills

- Time Management
- Team Building
- Conflict Management
- Change Management



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## Wrap-up

- Exploring
- Fundamentals
- Skills





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