

Clemson has built a winner...how about you?

By Tim Kahms, Operations Manager

Watching the NCAA Football Championship the other night, it became apparent Clemson and Alabama have superior speed, strength, and agility. Their players clearly have bought into the coach and their process of making championship teams...and yes, these schools have committed significant resources to recruit the best, so they can win.

Think Dabo Sweeney can win without great talent? ...Nope. How about you? Can you become the winning leader without great talent?...Nope.

Sweeney says...

“I always tell everybody, being a good player is the minimum,” Swinney said. “And I think that’s why a lot of schools, they might have good talent on their roster, but you can’t just be talented — not at this level.”

You can’t just be talented any more at this level. You can’t be great, that’s for sure,” he said. “You’ve got to put the work in and you’ve got to prepare and you’ve got to go above and beyond and study, because let me tell you – your opponent is, most of the time. It’s got to be important to you.”

So leaders, how do you approach building a championship team? If a coach can’t recruit 5-star talent, does he keep his job...not very often? On the other hand, those that do recruit and attract the best, and get them to execute to win are rewarded handsomely.

So, what’s your approach to recruiting 5-star players? Are you delegating the process? Is recruiting the best even in their top ten priorities?

Your success as a leader (I would even say the future of your career), depends upon you attracting and bringing the best talent into your team. Without that starting point, you’re already behind those competitors that are committed to making recruiting the best a priority.

So, when working with an outside recruiting firm do you treat them as a commodity or a partner?

Is your recruitment partner working with you to define an approach and process to help identify not only the best the best skilled talent, but to reveal their ability to “put the work in” and “prepare” for success within your culture?

Are you prepared to bet your career on your current approach?