



Don't Hire the Best: An Essential Guide to Building the Right Team

Abhijit Bhaduri

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It is often said that the top 20 percent of leaders account for 80 percent of the impact on an organization. Those leaders influence both business results and the quality of employees the firm can attract and retain, and, above all, they affect the culture of the organization. As such, the ability to hire leaders who will succeed is critical. In *Don't Hire the Best: An Essential Guide to Building the Right Team*, author Abhijit Bhaduri explains how the best candidate isn't always the right candidate for the organization. As most hiring managers face the dilemma of having to choose between people who may be equally qualified for a leadership role, Bhaduri contends that personality fit and competencies should take priority over education and experience when selecting candidates. By hiring individuals who are motivated and fit in with the organization's culture, rather than those with the most impressive resumes, the organization can ensure it brings in the right people.

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