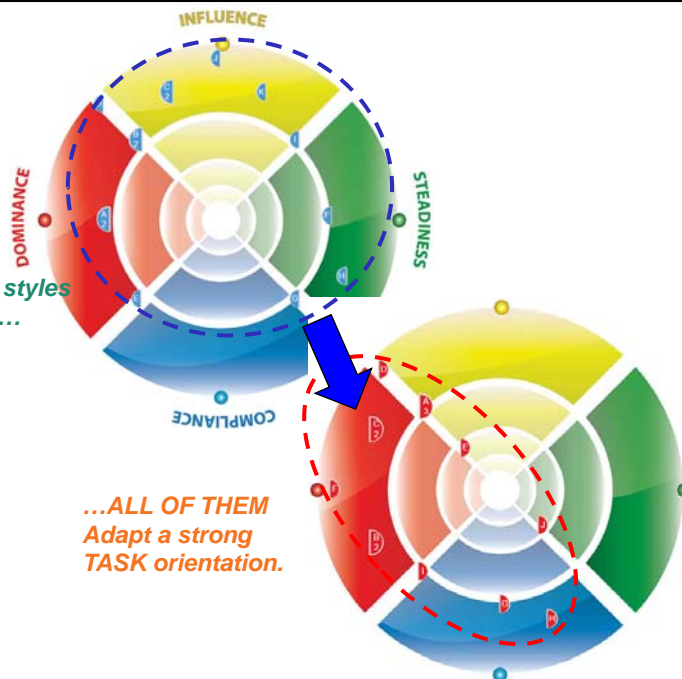


Finding and Growing Your Integrator

- What to look for,
- How to pick *true* Integrators,
- Your unique style...
- *Please ask questions!*

Integrator Behavior Style

Integrators "natural" styles are all over the place...



...ALL OF THEM Adapt a strong TASK orientation.

Visionary Behavior Style

Visionaries are natural visionaries...

...and they stay that way. What this means....

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Visionary/Integrator Motivators

Integrators and Visionaries are both BUSINESS oriented...

...but there is a major difference.

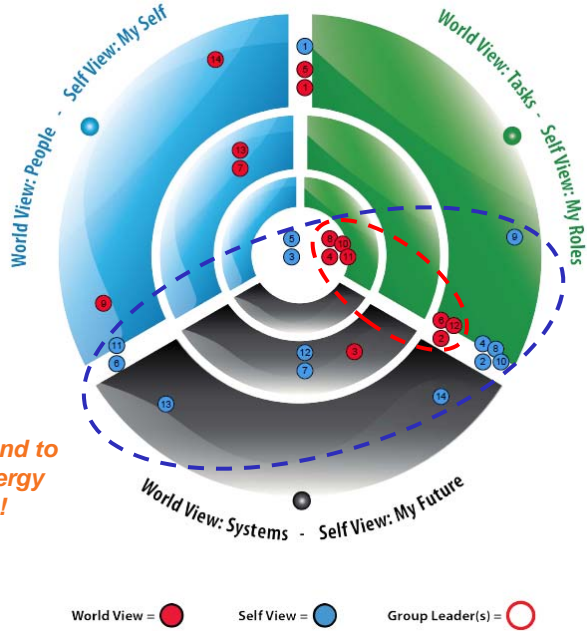
▼ Business Motivators	Strongly Held by VISIONARIES	Strongly Held by INTEGRATORS
Learning	50% ↑	79% ↓
Leadership	60%	57%
Return on Investment (ROI)	80%	57% ↓

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Integrator Competencies

Integrators are more focused on planning, organization, relationships & holding people accountable than the Visionaries, as a rule.

...and they tend to be higher Energy than you, too!



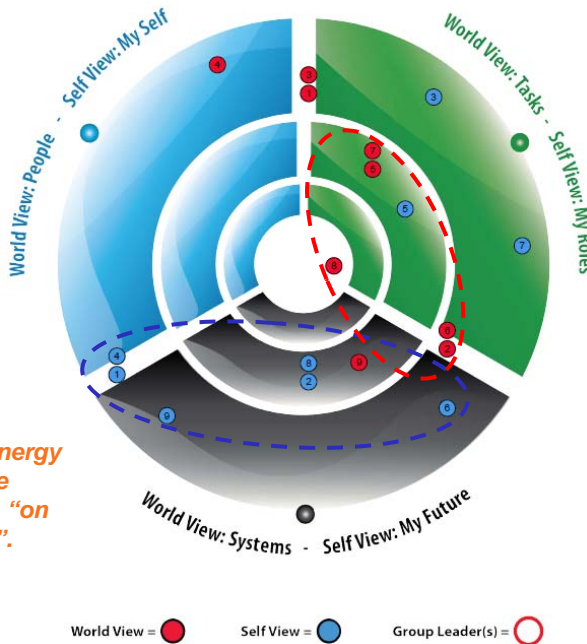
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Visionary Competencies

Visionaries are more focused on doing and less focused on planning, organization & holding people accountable than the Integrators, as a rule.

...and your Energy is more future oriented than "on today's work".



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How to Pick True Integrators

KEY Point:

You have a built-in bias to hire the wrong Integrator.



How to Pick True Integrators

The “Learning” Difference:

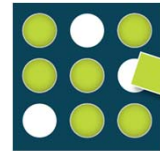
- Resume shows more degrees, certifications and courses than “average”.
- Does a lot of reading and is very knowledgeable.
- Likely a steady climb in responsibilities, titles and income.
- Either has not been an entrepreneur or did not care for it.



How to Pick True Integrators

People Management:

- Ask them to describe their people management philosophy.
- Ask them about a time they turned around the performance of another person.
- A good follow up: How much time or effort do you invest in “turning around” performance before you let someone go?



How to Pick True Integrators

Project Management:

- How do you prepare yourself and get organized to handle a large, complex or highly visible project?
- How do you prepare your team?
- A good follow up: How do you prepare for the inevitable problems and things that go wrong on big projects?



How to Pick True Integrators

High Energy and Drive:

- Ask about their personal goals and plans for the next 6 months, year, even 5 years out.
- What do they love about their current (or past) positions?
- What do they *not* love about their current job?
- Are you seeing Self-confidence, or an over-sized Ego?



Your Unique Style

You are unique.

- **Be clear about your personal expectations** and bake them into the search, your interview questions and your hiring agreement.
- **Your culture is unique.** Be clear about who will "fit".
- **Your challenges are unique.** Be sure your new Integrator has the skills, experience and knowledge they need.



Questions?



As a “thank you” for your time today, send an email and ask for...



Get on with it.



Transforming your business
into a high profit organization.

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