

Hi everyone. This is Wayne Rivers at The Family Business Institute. Thank you for subscribing to our blog. You have done that right? Thanks for tuning in also and we'd like to have your comments below. We like feedback from our audience.

Welcome to 2019. We're excited to be beginning a new year and we hope you are too and we hope your prosperity will continue for another year.

So, my wife and I are driving in the car here a couple weeks ago and this ad comes on the radio. It's from one of these job posting websites which are terrific things and this one claims to be the best of course. The voice actor said something to the effect of, "Who has time to look at 100 applications. I feel like I had a second job". Well, this was one of those occasions where my head almost exploded and I started almost yelling at the radio, "That is your job. That is your job." To get the right people on your team. This other stuff that you're doing, the tasks that are \$15 an hour or \$50 an hour person on your team could and should be doing. That's not your job. That's the stuff that keeps you from being as successful as you want to be. It just almost made me go berserk.

In my second to last book, we spent a great deal of time talking about the top 10 roles of a family business leader. Among those roles, you might almost say it's number one, it's not quite number one but it's way up there. That is getting the right people on your bus. Identifying where you need talent. Identifying where the gaps are on your team now that you need to fill. Identifying the people that used to be really top grade A players but maybe have slowed down for whatever reason. You've always got to be a steward of talent in your company and if you don't think you've got the best talent, well then by gosh you've got to go out and try to find it. You've got people that are leaving you for retirement or finding greener pastures or whatever. You've always, always got to be looking for talent. It's not your second job, it's your first job.

Sorry to get so worked up. This radio ad really had me going. You've really got to develop, as the leader of a family business. You've really got to be willing to sit down and work on your business and develop a system for attracting, recruiting, hiring, onboarding, assessing. All these things that go into the hiring process and looking at hiring people as a necessary evil or a task that's just one more thing that you don't have time to do is absolutely the wrong way to look at it.

In fact, we did a blog on a book last year that I recommend that you get. It's simply titled *Who* By Geoff Smart. Get it. It's the best book on hiring you will ever read. Follow his scripts. Don't try to improve on them. Don't go with your gut. Do exactly what Geoff Smart says and you'll be well on the way to getting the right people on your bus and maybe some of the wrong people off.

Love to have your comments. This is Wayne Rivers at The Family Business Institute.