MANAGEMENT OF BUSINESS MANAGERS

Why hiring experienced Business Managers often ends in failure

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Hiring an experienced Business Manager guarantees neither quick integration nor immediate results. This article analyzes the cultural, relational, and managerial barriers that often turn this gamble into disappointment.

In the field of consulting firms, hiring experienced Business Managers may seem like a wise decision for any company seeking to improve its performance and refine its strategy. However, this practice often proves disappointing and counterproductive. Here are some reasons, both from the recruited and the employer's side, why hiring experienced Business Managers can unfortunately frequently lead to failure.

Differences in work methods

Experienced Business Managers come with years of experience in other companies, which means they have already developed specific habits, practices, and a professional culture. When they join a new organization, adapting to a different corporate culture can be a major challenge. Their work methods, although effective in their previous companies, may not align with the values and expectations of the new company, creating tensions and internal conflicts.

Resistance to change

Experience is an asset, but it can also make some experienced Business Managers reluctant to change. Having experienced success with certain strategies, they may be inclined to apply them systematically, even when these strategies are not or no longer suited to the specific context of their new company. This resistance to adopting new approaches can limit their integration and hinder the company's growth.

Fear of sharing their contacts during the trial period

An experienced Business Manager often has a valuable network of contacts. However, during the trial period, they may hesitate to share their contacts for fear of not being confirmed in their position. This reluctance can limit the immediate impact of their hiring, thus delaying the expected benefits from their network and connections.

The illusion of transferable skills and results

Experience gained in one company does not always translate to success in another. Industries, markets, and contexts can vary greatly, and skills that were effective in one environment may not be in another. On the part of the hiring company, this illusion of transferable competence can lead to disappointments when the expected results do not materialize.

Fears of existing personnel that do not facilitate integration

The integration of an experienced Business Manager can disrupt the dynamics -or inertia- of an existing team. Other Business Managers may feel threatened by the arrival of someone with more experience and skills, perceived as a potential danger, especially if they achieve better results or their performance indicators are higher than the rest of the team. This situation can generate mistrust, tensions, and even sabotage behaviors against the new hire.

Unrealistic expectations in terms of results

Companies and their leaders may have unrealistic expectations regarding experienced Business Managers, imagining that they will deliver instant and spectacular results. However, even the most seasoned Business Managers need time to understand the specifics of their new company, identify challenges, and implement effective solutions. The pressure to achieve fast results can lead to hasty and ineffective decisions. If you terminate the contract too quickly due to lack of results, the experienced Business Manager might convince themselves they were right not to share their contacts, forgetting that this may have also contributed to the lack of success.

Conclusion

Hiring experienced Business Managers may seem like a winning strategy, but the associated challenges and risks can often lead to failure if not identified and addressed. To avoid these pitfalls, it is essential to address these different points right from the recruitment process. Companies must clarify their expectations in terms of work methods, flexibility in the face of changes, and use of professional networks, and set reasonable initial objectives. On their part, candidates must be ready to adapt to a new corporate culture and gradually share their valuable resources.

By establishing open communication and setting realistic expectations, both parties can better understand what the other can offer and what is reasonable to expect. Thus, the integration of experienced Business Managers can become a real asset for the company, rather than a source of disappointment and conflict.

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