



HUMBLE LEADERSHIP

AN OFFICIAL CLIENT UPDATE OF PT HEADHUNTER INDONESIA



Having almost 14 years experience in the recruitment and headhunting industry, PT Headhunter Indonesia has interacted with various kinds of clients and candidates. The consultants have met companies with good corporate culture and probably not good corporate cultures. The company also has worked with almost all kinds of candidates.

The dynamics after the recruitment are also taken into account. The consultants are not only responsible for recruitment flow, but also at least trying to ensure that the candidates happily stay and perform in the client's company, and at the same time the clients are happy with the candidates.

Based on those experiences and observations, it is concluded that only some companies who actually successfully retain the candidates for years after they join the company. On the other hand, some other companies could not retain the candidates effectively, even worse the candidates resign during the probation period.

Many reasons might be the reasons for this resignation or incapability to retain the candidates or employees. However, the top two reasons are the cultural-fit issues and character's of their user/superior. As stated by the Harvard Business Review, *people don't quit a job, they quit a boss*.

For these reasons, PT Headhunter Indonesia are trying to not only assist the recruitment process, but also helping clients to build a good culture inside the company and at the same time providing leadership coaching to users so they can interact with their subordinates effectively and could successfully retain them in a proper way.

Speaking of being a leader, as stated by Vince Thomas Lombard who was an American football coach and executive in the National Football League (NFL), he said that *"Leaders aren't born, they are made. And*

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they are made just like anything else, through hard work. And that's the price we'll have to pay to achieve that goal, or any goal."

So when users as leaders think their current attitudes or characters are enough to handle their team, they might be wrong. It will require continuous self-reflection and contemplation to understand what kind of leaders they are, what leadership type will work for them, and how they are going to improve themselves as a leader with the final goal to empower their team to perform and to finally retain them in the company.

Being a leader during this time also brings so many challenges, especially managing the millennial and the Z generation who should be handled with care. Although people can choose whatever leadership style might work for them, there is one leadership style that might work to mingle with not only the millennial and the gen-Z, but also other generations, as it encourages collaboration, innovation and more importantly active listening skills. It is called Humble Leadership.

What is Humble Leadership and Its Characteristics?

Humble comes from humility, most closely associated with highly positive qualities including sincerity, modesty, fairness, truthfulness, and authenticity. As mentioned by Forbes, in these current times humble leaders are the silent minority of the workplace, despite their confidence and talent. Rather than focus on control and the authority their position and title give them, humble leaders focus more on empowering their employees and the overall growth of their team.

Humble leaders understand that they are not the smartest person in every room. They do not think they need to. Rather, they encourage people to speak up, respect different opinions, whether those opinions coming from top management or even staff positions. When things go wrong, humble leaders admit their mistakes and take responsibility. When things go right, they shine the spotlight on others.

Why is Humble Leadership Important?

It helps build team rapport. Managers who practice humble leadership do not believe they are any better than their team, this humility allows them to build rapport with their subordinates more easily and for sure it will inspire others to build rapport with their teammates as well. When the team is connected, there will be trust, open communication and it is hoped that success will happen naturally.

It will boost productivity. Not all leaders feel comfortable delegating some tasks to their subordinates especially when they are perfectionists. Humble leaders, on the contrary, are not scared to let others take on new tasks. They understand their team will make mistakes in the process, however by giving them the space to learn new

skills will help them in the long run. When the team sees new assignments as a learning experience rather than an opportunity to fail, they will work harder and reach any set objectives better and faster.

It encourages innovation. Since humble leaders are active listeners who are willing to listen to anyone from every level in the organization, they are willing to harness input from everyone to achieve their company's goals. They recognize potential when they see it and do not allow their ego to get in the way of strategic decision making that will benefit everyone.

How to apply Humble Leadership?

Active listening is one bold characteristic of humble leadership. Practicing active listening skills will help build stronger relationships, foster trust and encourage effective communication. Expressing interest by using non-verbal cues and maintaining open body language, by asking questions and by paraphrasing what the other person says during each conversation. Make sure the other party has finished speaking before responding. Don't be afraid of silence - humble leaders are comfortable with silence as it often gives time to reflect and respond appropriately.

Always respect the team's time, ideas and feedback. Respond immediately with their requests, show up on time for meetings, and even include them in all activities including after-work activities. Remain as accessible as possible for the team.

When humility is embraced in leadership, it becomes easier to recognize the success of others. Always find ways to acknowledge the team's successes and verbalize the appreciation both one-on-one or in a group setting.

Summary

Again, leaders are not born and it requires hard work to become great leaders. Although there are many choices of leadership styles leaders can choose, when leaders are humble, show respect, and ask how they can serve employees as they improve the organization, the outcomes can be outstanding. Quiet confidence, humility, and focus on others - most likely that's where great leadership begins.

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