

**Business Perspectives by Eric T Hersman CPA Volume 2**

PEOPLE IN POSITION

The success or failure of your organization depends on whether you have the right people in the right positions.

How do you hire? Do you pick the first person that comes along or do you have a carefully thought out process giving you the best opportunity of selecting the right person. Some of the best owners and managers are great recruiters of talent. After you recruit talent – you have to groom talent. Your people are your most valuable asset – help them grow and your business will grow.

I remember a business owner long ago met with one of his managers to discuss their “Balance Sheet”. The owner said “you know, on our Balance Sheet we have assets over here on the left and then over here on the right we have our liabilities, and lately…….you’ve been coming up on the wrong side of this ledger.”

Help them grow their talents and help them grow financially. Be in-tune with their financial health. Life happens in business and personally – talk to your people about their financial health. Pay well for performance, offer fringes and RETAIN your talent – they are the future and your future depends on it!