

National Restaurant Search

EXECUTIVE RECRUITERS

Serving the hospitality industry Since 1981



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National Restaurant Search LLC

National Restaurant Search has remained the food industry's most respected executive search firm for nearly three decades. We seek to be the best. Therefore we are committed to recruiting the best candidates for our clients needs. We strive for excellence in everything we do and our clients needs always come first. Over the years we have built relationships, credibility and reputation by establishing an exceptional level of trust with both our clients and candidates. With offices in Chicago, Atlanta, and Minneapolis, and opening in Dallas in 2011, we offer a full range of search and consulting services to national and international corporations, early stage entrepreneurial companies, private equity and venture capital firms.

Our profession is an art, not a science. The quality of creative thinking the recruiter brings to his art, the judgment he uses in assessing prospects against client requirements, and the skill to close in a manner beneficial to the client and candidate come only from experience. There is simply no substitute for experience. Our search consultants all have executive level management experience within the hospitality industry, which makes us uniquely positioned to bring our clients valuable organizational perspective, while helping them to capitalize on the brightest talent and best performing candidates in the marketplace.

National Restaurant Search continually monitors the hospitality industry and keeps abreast of economic trends that affect our clients. We are also acutely aware that the shortage of talent, already evident before the recession, is reasserting itself strongly. Companies have begun to think strategically again, and in looking for growth are seeking out those managers and executives who can offer both operational strength but also practical leadership in taking organizations and teams forward. We see this as a challenging but exciting time to be partnering with clients to help them build and strengthen their management teams as they seek new growth in a much changed world.

I would welcome the opportunity to discuss how National Restaurant Search can be of service to you and your organization.

Sincerely,

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Articles

1: Restaurant Finance Monitor Article on National Restaurant Search

2: *Pondering the Poach* by Deborah L. Cohen

This One Leadership Quality Will Make or Break You

by Mike Myatt, Contributor Leadership Advisor to CEOs and Boards
and author of *Leadership Matters*

One of the most often overlooked aspects of leadership is the need for pursuit. Great leaders are never satisfied with traditional practice, static thinking, conventional wisdom, or common performance. In fact, the best leaders are simply uncomfortable with anything that embraces the status quo. **Leadership** is pursuit—pursuit of excellence, of elegance, of truth, of what's next, of what if, of change, of value, of results, of relationships, of service, of knowledge, and of something bigger than themselves. In the text that follows I'll examine the value of being a pursuer...

Here's the thing—pursuit leads to attainment. What you pursue will determine the paths you travel, the people you associate with, the character you develop, and ultimately, what you do or don't achieve. Having a mindset focused on pursuit is so critical to leadership that lacking this one quality can sentence you to mediocrity or even obsolescence. The manner, method, and motivation behind any pursuit is what sets truly great leaders apart from the masses. If you want to become a great leader, become a great pursuer.

A failure to embrace pursuit is to cede opportunity to others. A leader's failure to pursue clarity leaves them amidst the fog. Their failure to pursue creativity relegates them to the routine and mundane. Their failure to pursue talent sentences them to a world of isolation. Their failure to pursue change approves apathy. Their failure to pursue wisdom and discernment subjects them to distraction and folly. Their failure to pursue character leaves a question mark on their integrity. Let me put this as simply as I can— you cannot attain what you do not pursue.

Smart leaders understand it's not just enough to pursue, but pursuit must be intentional, focused, consistent, aggressive, and unyielding. You must pursue the right things, for the right reasons, and at the right times. Perhaps most of all, the best forms of pursuit enlist others in the chase. Pursuit in its purest form is highly collaborative, very inclusive and easily transferable. Pursuit operates at greatest strength when it leverages velocity and scale.

I also want to caution you against trivial pursuits— don't confuse pursuit with simple goal setting. Outcomes are clearly important, but as a leader, it's what happens after the outcome that you need to be in pursuit of. Pursue discovery, seek dissenting opinions, develop your ability unlearn by embracing how much you don't know, and find the kind of vision that truly does see around corners. Don't use your pursuits to shift paradigms, pursue breaking them. Knowing what not to pursue is just as important as knowing what to pursue.

It's important to keep in mind that nothing tells the world more about a leader than what or who they pursue— that which you pursue is that which you value. If you message to your organization you value talent, but don't treat people well and don't spend time developing the talent around you, then I would suggest you value rhetoric more than talent. Put simply, you can wax eloquent all you like, but your actions will ultimately reveal what you truly value.

Lastly, the best leaders pursue being better leaders. They know to fail in this pursuit is nothing short of a guarantee they'll be replaced by those who don't. All leaders would be well served to go back to school on what I refer to as the science of pursuitology.



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