

Creating a Future-facing Business Model

Using the Watson-Glaser III



1

Choose Equipped Leaders

Decision makers are always under pressure to reach balanced, level-headed verdicts no matter the circumstances. Any company with a hierarchical structure will have varying levels of leadership, each facing their own unique and difficult choices. Senior executives would be wise to trust in their tiered management and their leadership abilities, including the very important skill of sound decision making. That said, with so much at stake, how can a company create a space that promotes that trust and initiative without resorting to micromanagement to mitigate fallout?

When you incorporate a critical thinking assessment as part of your selection process when hiring leaders (both internally and externally), you can feel confident in those chosen to make the tough calls. To evolve as an organization, bear in mind what practices you employ to empower future leaders and to create continuity plans. There is no magic spell to cast to ensure perfect decisions every time, but when you make advanced critical thinking ability a priority in your leadership roles, you can feel confident in letting your leaders shine.

2

Create a Culture of Innovation

It's not just those with higher ranking in the company that would benefit from incorporating the Watson-Glaser into your hiring process. When you use a tool like the Watson-Glaser within your businesses, you establish critical thinking as a company-wide value, and therefore a part of your company culture.

Culture goes way beyond casual dress codes and snacks in the breakroom. Employees of today are looking to be challenged and stimulated at work, and they hope to contribute meaningfully to their industry. Creating a space where critical thinking is valued will attract workers with the same value. With those kinds of contributors at the heart of your businesses, you unlock the human potential you would otherwise miss out on, and innovation will follow.

3

Invest in Development

Once you have defined critical thinking as part of your culture, it's time to take the next step. The Watson-Glaser development report is a fantastic resource that allows you to use the same technology for identifying strong critical thinkers, to also develop your existing workforce regardless of where one might fall on the spectrum. Critical thinking is a hard-won skill, and although some may be predisposed to it, it can always be improved upon.

By establishing critical thinking as a value and then offering professional development, your company is well positioned to tangibly decrease employee turnover. Home-grown talent is the absolute best way to prepare a company for the future.

But wait, there's more! Get even more advice for creating a future-ready organization by tuning into our webinar on the topic at 11:30 AM on June 25.

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