



**WILLIAM VANDERBLOEMEN**

# BE THE UNICORN!

In this episode of the L3 Leadership Podcast, William Vanderbloemen joins Doug to share the groundbreaking insights he's gained from conducting over 30,000 interviews and shares strategies that will equip you to identify and become the 'unicorn' in your professional sphere.

## **ABOUT WILLIAM:**

William brings over 15 years of ministry experience as a Senior Pastor, blending it seamlessly with executive search best practices to offer faith-based organizations a distinctive service. Before establishing Vanderbloemen Search Group, he apprenticed in executive search under a seasoned mentor with over 25 years of experience, gaining insights into corporate practices and search strategies used by renowned firms like Russell Reynolds. William's background also includes managerial roles in Human Resources within a Fortune 200 company, focusing on corporate culture integration and succession planning. His pastoral journey, which spans churches in North Carolina, Alabama, and Houston, includes transformative experiences such as rebuilding and relocating congregations and leading a historic Houston church as its Senior Pastor. William's expertise extends beyond the pulpit; he is a sought-after speaker at churches and conferences nationwide and the author of several acclaimed books on pastoral leadership and succession planning. Holding degrees from Wake Forest University and Princeton Theological Seminary, William's commitment to family, networking, and personal interests like running and golfing, further enrich his professional and personal endeavors, making him a well-rounded advisor and leader in his field.

## **4 KEY TAKEAWAYS:**

1. William defines what it means to hire a "unicorn".
2. He discusses what he's learned about likability, and shares his thoughts on authenticity.
3. William talks about one thing that makes his hiring process unique.
4. He talks about what he believes the future of work is going to look like.

*"People really like being seen and recognized and noticed."*

