



Technology · Talent · Tools

Talent in the market

There are many distinguished, polished or potential Talents serving the business world. Different organizations come across similar problems and questions how to attract, train and retain good employee. Some organizations even apply psychometric test, NLP, Enneagram to help or boost the confidence and understanding of oneself. Plenty of various trainings have been provided to meet different departments need. They try to build on their strengths and make up for their weaknesses. However, there is no straight formula to win Talents, not just fighting for Talents but also keeping them comfortably well. As such, how can 3T Consulting survives in this competitive time-constraint Talent War? We are simply winning Client and Talent by applying our 3Ts - **T**rust, **T**ransparency and **T**act in getting the right Talents in the shortest time.

How job seeker and employee looking for a job?

Talent views job as a field to perform or outperform their skills including potential, execute desired task or beyond that by using creative, imaginative way of solving problem particularly in crisis. Whether the organization can breed such Talent and in what environment is interesting! We are always sad to meet some Talents force to leave a job either voluntary or due to redundancy particularly in short period of serving time say less than a year. To a job seeker or normal employee, they are very simple in accessing a job opportunity or current role. Mostly they evaluate the job in a matrix of job nature which interests them to work for and enhances the career profile in the long run; job stability or flexibility which gives them the comfortability to stay with the job; management support ensures their rooms of improvement, creating the harmony within the working circle; market remuneration gives them the satisfaction and stability to an occupation...etc. Unfortunately, there are unforeseen and uncontrollable factors such as merger & acquisition, reengineering the organization, economy recession which forces both employer and employee to make hard decision. As such, there are unexpected numbers of Talent supply. Owing to mobility of work, convenience of travelling and the cost issues, there are more Talent flows or drainage compared to the past across the region. We always recommend Talent to make pros and cons analysis whenever looking for, gauging current or offered job. It appears easy and uncomplicated method, the result will explain everything and serves as a very good brain storming exercise. Try it!

How do an organization facing the problem to employ and keep staff?

Are you searching for Talent or fighting for right Talent? After winning the Talent, how do you coach and keep them? It is very complicated, tough in modern business society. Talent may not be able to understand, cope with your requirements due to various reasons. The existing or upcoming environment or reorganization may not spell the word "clear" correctly. Whenever an organization looking for Talent, they possibly overlook the following : branding effect, updated reputation & rumour of the Company, extracted reporting system including dotted lines Manager, in depth job scope, career path projection...etc. There are cases that Talent is confused by different job description upon commencing a work, not mentioned reporting system, vague mentoring program...etc. Why is there such unfortunate encounter! To both parties, they spend a lot of effort in engaging their interests. There must be some miscommunication, misunderstanding and misalignment. Other then those are major or obvious obstacles on top of pointless, disappointed working environment, peer support, culture shock...etc. Sometimes, Talent is very observant and detailed minded. They can tell us how long this role has been vacant and reposted for how many times. Then they ask why, how it happened. Pls check and tell me.....Winning the right Talent is not the end of a search but the start of another fine tuning exploration!