



War for Talent

Written By: Tim Saumier

The war for talent is grabbing the attention of the C suite and Boards throughout the world. As the economy recovers, companies are continuing to struggle with finding, recruiting, hiring, and retaining the greatest talent. In a recent Harvard Business Review Blog, the results of a survey on how companies are performing in this area were shared. In a nutshell, according to Directors, companies are failing.

So what does this mean and what steps would I recommend for reaching a resolution?

- 1) The first step toward correcting something is admitting there's a problem. The data provided in the blog will help leadership to understand that doing the same thing over and over again will not produce different results.
- 2) It's easy to say that everyone is responsible for Talent but companies should establish a point person where the buck stops. HR should not be that place and, in fact, it's time to pull the blame away from HR and put it in the hands of talented leaders that people can relate too. With all due respect to HR professionals, they may not be the right person to sell your organization.
- 3) Find a person who can sell your company and its employment brand with passion. Make sure that they demonstrate your values, love your company and everything about it, and ultimately have a sales personality. Getting on the right track will involve giving them a C level role and having them work for the CEO and not under HR.
- 4) Build a team around your leaders who can relate to the people you are recruiting, hiring, and developing. For example, take your best Marketing employee and make them 100% responsible for managing this process for the entire Marketing team. This should be done for all of your key functions. In order to be effective, this position should be a full-time role and must be filled with top talent in order to make it a coveted role to have.
- 5) Measure the people and the process. Don't just use traditional metrics – something like this should have a different set of measurements.
- 6) Reward accordingly outside of the typical process. You can't treat your leaders like you treat everyone else. Pay them for performance to metrics. This tactic will help to drive behavioral change.

It is time for a change; the question is whether or not companies will have the gumption to do something about it. Companies that are willing to change will not only survive, they will thrive. Companies that aren't willing to adapt will find themselves in a losing battle in the war for talent.

About TYGES

www.tyges.com

The success that TYGES International has experienced since the company's inception can be attributed to strong relationships and the desire to serve our clientele. TYGES delivers results in the areas of Permanent Placement, Contract Staffing, and full-scale Outsourcing in both Manufacturing and Healthcare.

Our mission is to reinvent recruiting by becoming a Full Solutions Provider for our clients.

Open Positions

New positions are added to our website regularly.

[View Manufacturing Positions](#)
[View Healthcare Positions](#)

Click [here](#) to return to the newsletter archive.