

HELP WANTED - PLEASE RESPOND

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Here's a reality check for individuals engaged in recruiting – whatever the level and wherever.

I'm not certain if that long forgotten and yet deep recession of several years ago has created inertia in the game of recruitment but, it has led to absence of reality of many companies who continue to feel that they are perceived as a “gem of a company” in attempting to bring new blood into an organization. This current condition is further exacerbated by many organizations that don't move with dispatch in putting together “terms and conditions” more promptly for those individuals that could prove to be able contributors.

The media has covered it ad nauseam — unemployment, particularly in North America, has remained at an all time low while the economy remains at an all time high. This condition is also influenced by so-called Generation Xers who have vociferously expressed their impatience for companies that do not meet their pronounced needs of fast-track advancement, sustained personal recognition, and reward tailored to individual contributions rather than being

controlled by programmed direct and indirect compensation arrangements. There is no question that individuals representing this generation are not prepared to make long term commitments to the companies they join and deservedly, part of their view is influenced by organizations who no longer can provide the commitment to long term rapid career advancement. Their recent past has vividly shown this.

I've said it before, but it bears repeating. Those credos that were indelibly touted by corporations expressing their management's code of conduct towards employees have been removed or revised in view of major cost reduction efforts over the past 10 years. Cradle to grave employment is part of passing Americana and the cynicism that prevails today on the part of “vagabond” employees is, in my view, understandable.

In all business sectors, including not-for-profit and academia, employers are increasingly finding that delaying outlining terms and conditions is creating major issues. Today, in our executive search business, we are witnessing the

same condition. There is an acute need for candidates to be interviewed quickly and if found acceptable to an organization, offers proposed promptly.

The phenomenon of total employment has created an environment where quick action has become the byword for those individuals engaged in the hiring decision process. Sometimes, the human resource organization, where involved, adds to inertia and sometimes, they can be most effective at speeding the process.

The reality check is that he/she who hesitates may be lost. Predicting how long this sustained strong economy will continue isn't predictable. However, as long as "worker bee" supply and demand, a basic economic tenet, prevails, if you like the person and believe the candidate can contribute, measurably, move with dispatch. There will be few back-up candidates in the wings.

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