

Five Myths.

Tech Talent Management.

A cool workplace
is enough!



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is enough!

No, a cool workplace
isn't enough!

- 15 of the largest western high-tech companies, the average duration of employment spans from as little 10 months to 26 months. (RISE High)
- 42% of their asked women that works within tech wants to leave their job due to the man dominated environment. (Women in Tech)

A cool workplace
is enough!

No, and the answer is
simple.

- Most companies think more about attracting candidates than actually developing and retaining them.
- Think sustainability!
- Hire on potential and give them the tools along the way.
- It all comes down to how they're treated by their leaders, the composition of the team and their opportunity to make a difference.

You need a
charismatic leader!



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No, avoid the charisma
trap.

Charismatic, very confident persons often overestimate their own abilities. Perhaps you get a charismatic leader, but you also get:

- A leader who does not see his own limitations.
- A leader who does not take responsibility when things go wrong. And not learn from his mistakes.
- A leader who rarely asks for the opinions of others, even if there are experts in the room.
- A leader that sets unrealistic goals.

You need a
charismatic leader!

No, look for *humility*
instead.

There is a danger in appointing leaders who are too confident. Especially to the most senior positions in an organisation. Instead, look for people who balance self-confidence with humility:

- A humble leader does not pretend to know everything.
- A humble leader has little - or no – prestige. She wants the best idea to win, no matter who came up with it.
- A humble leader admits her mistakes and takes responsibility when things go wrong.
- A humble leader just not only admits wrong decisions; she tries to understand what she did wrong and what she should change in the future.
- Leaders who are humble have a better grasp on organisational needs.
- Humble leaders tend to make better informed decisions.

The perfect candidate
is out there!



The perfect candidate
is out there!

No, the *perfect*
candidate is not out
there!

- Its hard for candidates to live up to the criteria's.
- It is vital for companies to distinguish between “must haves” and “nice to haves” – what is essential for the role and what can you look passed?
- It is also important for companies to get a realistic view of themselves, even if this candidate exist – what is it that makes them want to go to your company at this point in time when you are looking for them? – **Employer branding!**

The perfect candidate is
out there!

No, but for sure the
right candidate is out
there.

- Prepare a detailed job analysis to determine what tasks the job required and what attributes a good candidate should have.
- Next, do a job evaluation to determine how the job fit into the organisational chart.

Anyone
can be an efficient
leader!



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No, some leaders are
more efficient than
others.

Six aspects of effective leadership:

1. **Integrity** – Employees want to know that the people in charge won't take advantage of their positions. People need to feel that they can trust their leaders
2. **Judgement** – The success of organisations depends on decision-making. Some leaders make better decisions than others. They are leaders that balance quality with speed. And they learn from their mistakes.
3. **Competence** – Efficient leaders seem to know what they are talking about. They are competent in the team's business – they are not just empty suits.
4. **Vision** – Efficient leaders can explain how their mission fits into the larger scheme of things. This vision clarifies roles, goals, and the way forward.
5. **Humility** – Efficient leaders do not think that they have all the answers, they want to learn and are open for feedback.
6. **Fierce ambition for collective success** - Good and efficient leaders focus on their teams and the company results. They are less focused on their own next career move.

(According to the american leadership expert and psychologist Dr. Robert Hogan)

Anyone
can be an efficient
leader!

No, some have bigger
capacity to be an
efficient leader also in
the future.

This three competencies are likely to become more and more important:

- **Self-awareness** – to know your strengths and weaknesses and to understand how others view you based on how you act and behave.
- **Curiosity** – to navigate the ocean of information that surrounds us, to continue to learn new things and to manage a global and more complex world.
- **Entrepreneurship** – to transform stagnant ideas into innovative products and services and to exploit opportunities that arise in adversities and crises.

(According to the psychologist and leadership expert Dr. Tomas Chamorro-Premuzic)

Five myths

A good
CV says it all!



A good
CV says it all!

No, a good
CV doesn't say it all.

- Look beyond the CV!
- Look for potential!
- Be aware of the fit between candidate and position.
- You cannot afford to not look at the whole picture.

What happens if you put this engine of a Ferrari...



...into a Fiat?



1

Develop a culture and leadership that attracts.

2

Avoid the charisma trap, look for humility if you want an efficient leader.

3

Be aware of – and take care of – your employer brand.

4

Look for self-awareness, curiosity and entrepreneurship next time you recruit a manager.

5

Focus more on potential than on the CV.

Thanks

Rebecca Uhrfeldt, Dmatch
Patrik Peter, Michaël Berglund AB