Title: Accelerating Top Talents in Asia’s VUCA Environment
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Writer: Roland B Smith
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Over the years, Asia has experienced tremendous growth and global complexity. As a result, the demands of leaders in the region today have risen considerably to adapt to the change.

In order to continue succeeding in the ever-global economy, current and future leaders here are required to not only be driven, empathetic, innovative, creative and flexible, but also talented, ethical, patient, passionate and good team players. Leaders ought to also resonate with confidence, perseverance and are equipped with excellent interpersonal and judgment skills, while being able to span their leadership abilities and vision across geographical boundaries. These attributes serve as distinguishing factors between good leaders and great leaders.

VUCA (Volatility, Uncertainty, Complexity and Ambiguity) is a term often used by organisations as they look to charter their growth in the current economic slowdown, which is a situation that Asia currently faces. It is a dilemma that is occupying a great portion of the minds of leaders here for the past two quarters. A major realisation among them is the need to strengthen and accelerate the leadership bench among the middle and upper middle levels.

Therefore, to effectively align talent management efforts, it is recommended that organisations consider the following three key strategies:

• Create a mutually beneficial relationship and engagement between the organisation and its talent,

• Leverage high potentials as developers of talents, and

• Be deliberate about transparency.

RELATIONSHIP AND ENGAGEMENT
In order to effectively address today’s leadership gap, companies strive to generate greater commitment to the organisation and greater engagement in the work. Some efforts that companies are taking to do so include career pathing, encouraging a greater sense of authority and developing a more effective feedback and communication system.

LEVERAGING HIGH POTENTIAL EMPLOYEES
Another way to accelerate the leadership pipeline, companies can also put considerable effort into identifying its high potential employees. Because of the influence that high potentials possess, organisations should consider the ways in which high potentials may play a role in identifying and developing the organisation’s next cadre of future leaders. Hold high potentials responsible for developing potential in others – and hold their bosses accountable, too.

TRANSPARENCY PROCESS
The degree of transparency and formality to the high-potential identification process does impact how employees see themselves and the organisation. Organisations should understand the implications of their approach and weigh the trade-offs.