

90% of organizations are concerned about skilled shortages.

So I think back to Willys sharing, I think the idea is how can we make sure we are connecting our skills with the right organization? Because there are going to be almost certainly organizations that need our skills.

Are we having the right conversations with the right organization? I think this is probably where the frustration can come from.

But I think the good news is, yes, there is uncertainty.

Yes, there's been another acceleration, but we are in a very much still, highly driven market It's just crazy chaos Sometimes you can see not the best practices in some.

employers You can see employers making certain decisions You can see employers getting.

costs, but it doesn't represent actually, you know, it might be a little more difficult than six months ago Absolutely.

But we have many reasons to be optimistic, right? Just 90% of organizations are concerned about, are very concerned about skill and talent shortages in their sector.

So talent shortage is the last strength of the three I wanted to share with you today.

Most of the organizations are concerned about it This is Southeast Asia, of course Numbers.

will be different for the regions, but it's a 90%.

It's a 90% Recruitment is still a two-way game Whenever we see the organization is not.

a good fit for us, we really need to understand that especially we're skilled and specialized professionals, we are going to have opportunities of speaking with employers that do need our skills and potentially have a better culture fit than we're looking for I think this is.

a powerful message.

Two-way game And oftentimes demand grows to life This means there is more demand for.

hiring a specific type of profile than those type of specific profiles themselves So I.

remember when I was working in Vietnam, I worked with a very famous cloud company They.

helped them to build their entire sales team in Vietnam And I think really this is an.

interesting example based on your sharing I have to hire their sales team, selling cloud.

solutions of different types, and I have to hire the entire presale team.

Back then Vietnam is a developing market Back then there were almost non-specialized.

presales professionals in the cloud ecosystem in Vietnam There were not a lot of definitely.

They had to be very creative on how to build the team So many of the presales members.

of this team, which again is a multinational famous success organization, were solutions architect that the capability to speak business and speak with clients and had the desire and the interest and the curiosity in doing so And this is why I get these 70-30 rules.

Something I tell my clients and I am a big believer in the fact that those employers following these 70-30 rules will win the market war It comes to talent, comes to hiring the.

best people for their business, comes to gaining and competitive advantage And these, if it's.

explained from a numbers perspective, seems to be a very difficult to deny argument, right? If you have more demand in the market for hiring specific type of profile, then number of profiles of that type are in the market And if you want to hire the best, the best.

are going to be interested or are going to make decisions driven by growth, driven by learning, driven by exposure, driven by opportunities, right? Because the best people love what they do, right? Best performers, best contributors, they are passionate about what they do Hence,.

my advice to clients, what I am seeing, you know, clients are going to win the battle when it comes to talent is, hire people who are hitting the 70% of the dots, of the points, their needs in your job description are lacking the other 30% And just bridge the gap Don't.

just skip These are those persons wise and believes aligned with yours as an organization.

and vice versa Even if you hire someone who has 100% with your job description, it doesn't.

guarantee success, right? When I speak with clients, I tell them I want to speak with you in one year from now, and I want my candidate to still be working with you and to be very happy This can't happen if you hire someone who has done everything he's going to be doing.

with you in that role It's not going to be learning much It's not going to be growing.

And you know what? I have so, I know so many people, so many candidates that took an offer that was lower in terms of financial compensation Where the employer was starting to hire him,.

even if he was not a perfect candidate of description, it was a very good counterfeit and was going to be exposed to a 30% of tasks that he never did before It was very interesting.

I speak with these, with CEOs, regional heads of corporations, HR directors, you name it.

Some people are happy to follow, some people are not But I haven't found anyone that will.

be, that's not right It doesn't make sense Speaking with people of the highest level.

from a, or breakers, so now back to the short term decisions, are you bold enough as an employer to take decisions in the long term and to bet? For the right people in the right culture? If yes, you'll be ahead of your competitors If not, you'll struggle more.

I think this is very interesting trend to share with you Hopefully this helps you better.

understand what's going in the markets right now Any questions about this? Any thoughts,.

guys? Alex, maybe we can continue with the slides, considering the time Sure Thank.

you Let's speak about job hunting We are going to be finalizing with this very much.

What do you find more difficult getting to in terms of faces within the recruitment process? Is it getting an interview? Is it acing the interview? Or is it getting the offer, the right offer? Out of these three faces within the recruitment process, struggle more with, would you like to spend more time in? Out of the 10 minutes we have left Good to see.

you We are aligned with the 70-30 And indeed the right way of thinking Getting an interview.

first and getting hosted by recruiters post interview without any response Any other.

thoughts? Feel free to type in the chat To understand here, getting an interview first.

and getting hosted by recruiters What's more difficult? Getting the interview or getting.

past that first interview? You guys struggle more with Please share your thoughts in the.

chat Alex, probably easier to verbalize it than type it One of the things that I constantly.

sometimes have struggled with is, and this is a mindset I want to challenge within organizations, is you go through multiple rounds and for whatever reason you are not a good fit And.

they said, please feel free to reach out for feedback And when you reach out for feedback,.

you still get that standardized feedback that there were a lot of employees and a lot of candidates there That sort of has been a very deflating moment for me Like, are you really.

interested in providing some constructive feedback for me? Or it was just a tick and flick exercise for you? Michelle? One thing I found is that I've had situations where I've had many, many interviews, nine, for example, and then by the ninth one, they decide that I should apply for something else So you've got to be careful what you're sharing because.

you could by the ninth interview Look as though maybe you're applying for a scrum master.

role, but now they think you need to be the director of the department So you have to.

think about what it is you're applying for and make sure you're focused on that because if you share that your love is being a PMO director, that's what I've been in my past, right? But I can also be a project manager Well, there are two very different roles.

So I have to know what it is I'm applying for and make sure I stay focused on that or I'm confusing the interviewer Yeah Good point So just I'll just say if you are seeking.

for feedback or you're expected to be the leader feedback to and you are not, it's not on you It's on the other part Don't really don't feel bad about it The reason is for.

any reason there is not a fit in terms of getting all the points of the job description for employers are looking for a hundred percent of the of the fit, which is not the best practice.

They are having and cascading decisions They're having sure they're making certain decisions.

outside of nowhere And they are not communicating effectively, which is a poor kind of experience,.

which is a long term negative And the companies don't feel bad about it Someone else deserves.

your skills, deserves your contribution Be patient as well Sometimes I see from the.

inside, how is the process? Sometimes companies need a lot of stakeholders aligned and give a go and be okay with moving forward with the next step that you can take very long.

Everything's fine I see it I know everything's fine because I know my client I know it's.

what's what they do But from a cutting perspective, you can get a bit of issues, right? What's.

going on is taking to the top So be patient They don't come to you They probably don't.

deserve you Sorry Because if you're not a good fit, at least you should be important.

Because your is not going to happen Thank you.

Hugh, you had raised your hand Do you have a question or did your question get answered?.

Oh, you're on mute We can't hear you Or maybe if you're still having challenges, put.

it in the chat Yeah, you can type So some some things for getting an interview I'm.

not going to invent the wheel right here, but hope it helps Social selling Choose your.

channel invest on it What I mean here is you're going to apply LinkedIn You're going.

to apply in any other platform Make sure it looks good Make sure you are summarizing.

the right points of your career, the right success stories, etc Second, where your research.

is going to be I got my job at Robert Walters was I really wanted to move to Vietnam I.

really wanted to to recruitment is my passion I really wanted to do digital because it's.

also my passion So I listed down three companies I thought were more interesting after doing.

some research that were operating in Vietnam doing recruitment I did my research and understood.

who were the right stakeholders to reach out to And I did a very targeted email in this.

case Then I emailed them sharing my application sharing my CV, explaining them, of course,.

adapting my message to each of them This is very important Hyper personalization.

Playing them why? What do I want? Why do I think I might be able to bring them a big value? And that's how I got the job I had zero experience in outside of Europe I didn't.

stick Vietnamese, of course There was zero proof that I could do a good job That's how.

I got an interview.

That tells a lot of someone who's driven, et cetera.

Always fun, connect and be a giver.

So I think that this point refers to the fact that you should not connect with people only when you're trying to get an interview.

You should always be connecting with people you are interested in, you are curious about.

You need to connect with people you are interested in.

You are not curious about what they do, not especially passionate about it.

Don't stop connecting with people you're interested in.

These means you're going to be giving, you're going to be making them favors because you want, because you're enjoying it, because you like it.

They want or get that.

They'll refer you, they'll recommend you to go on these days.

As simple as that.

So I say recruitment is sales and to end.

Then for acing the interview, some very quick advices or tips, focus on storytelling.

Out of all my success stories, as a candidate, as an employee, which ones would be of greater value to this company? This preparation is absolutely key.

And make sure you proactively come up with these.

Don't wait until the recruiter or the headhunter or the employer asks you, hey, tell me more about your performance.

What did you do good in this company? Are you a good performer? Because this is what people want to know, right? Are you going to bring results in terms of, in terms of organizational content, in terms of motivating your people in terms of results from a perspective, et cetera? Don't forget the facts.

Don't forget the impact, meaning that success story.

What was the result? What was the positive outcome? What was the positive outcome you were able to bring to your organization? This can be try to use numbers, try to use very fact-driven stories here.

We were able to increase the size of the thing because of this initiative.

We were able to cut down costs.

We were able to raise sales.

We were able to have a better click-through rate.

We were able to release a project in a short period of time.

We were able to have a very high customer satisfaction.

It's always a way of quantifying the impact of your success stories.

And finally, transparency.

This is taking my stakes here.

But my personal opinion is the more transparent you are to the interview, the better.

Because nobody's absolutely right.

Nobody's absolutely wrong.

There are better fits and worse fits from a culture candidate fit.

And that fit is not supposed to happen.

At least they'd be with being genuine and transparent.

They're genuine normally.

People like genuine.

Even going to take out salary.

This is my personal tip.

I know it's probably not the most embraced tip worldwide.

You have all the right in the world to ask for 100% salary increase if this is what you need to deserve or if this is what you think you want to get for doing the road you're going to present.

Yes, Manthan? Hi, Alex.

One thing which I probably want to share from my experience, which has really helped is especially when you're going for in-person interviews, I have made a point when I'm at the reception to introduce myself to the person at the reception and have a conversation with them.

Because nine times out of 10, you learn a bit more by interacting with the person at the front desk.

And they sometimes are part of the recruitment process and you don't know.

So please do not ignore anyone that you meet during the day if you're going for the interview and just be your best self.

That's worked a lot for me.

The super tip.

I spoke to many bosses I had, bosses of mine that have not been recruited for a long time and are superstars.

But tell me, if the person's nice with the receptionist, it's already starting with a very good thought.

The person treats the receptionist nicely.

That's good.

I think we had another question.

And you never know who's, you never know if the receptionist is going to ask.

I ask my receptionist when someone comes to interview.

I ask her, how did you feel about this person? I do that.

You know? So yes, Greg.

Yeah, I was just going to say, one of the things to also think about is not doing the same old, same old as each interview you go to.

Take feedback and do experimenting.

It's to find out what it is that works for you because there's no one single thing that's going to work for every person.

So it's about, if you don't get the interview, use it as an experience to what can I do next time.

Absolutely.

When things don't go well, even if there is a chance, we are not the main guilty, right? One in the entire journey, in the direct way.

The mindset of saying, hey, what could I do better next time? What could I do differently? Could I get some insight from someone who's been successful in doing this? It's always going to be the mindset of, hey, it's not on me.

And I'm not going to even think what can I do better.

That's a very, very good point.

So moving on with the offer stage, right? Again, it comes to salary.

It comes to figures, right? I think we should ask ourselves the question.

for how much I'm happy to do.

I know people that would do something almost for free if they can't afford it.

I know some people that would be very happy to get a paycheck to do certain jobs.

And I know some people that can't afford or not do a job, they didn't get the salary double.

And it's all OK, as long as you have your points strongly built, argumentated, and communicated, and you are genuinely transparent, it's perfectly fine.

This is my opinion, the opinion I've built in my years of experience doing this.

And I've convinced clients to pay someone who deserve it way more than the market average.

I've seen candidates taking paycats and being very successful in the job they took.

I think it's good to share this for awareness to all of you.

Thanks for all of you staying for 10 more minutes.

Yeah, Alex, I was just asking if everyone's OK.

We are at a time, but 5 to 10 minutes should be.

If everyone's OK, that'd be really great.

Appreciate it.

I'm sorry.

Thank you.

I like the topic, so it can go longer than.

When it comes to negotiating again, just feel the strong and collaborative case, right? I think it's very important not just to build your pointers and to communicate them powerfully, but also to show that you're eager to take the job if those conditions are met, right? Isha was talking about this, we're social animals, right? We are building relations, building reports.

We don't want to ruin the potential of great job opportunity because we are not getting the right face in the negotiation phase, because you are not setting the right tool, because you are breaking reports with a person that might be our boss and colleague, right? So if you want the job, because if you are negotiating and you don't want the job, you are probably not doing the right thing, right? If you want the job and they're negotiating, it's completely fine.

Do it in a friendly manner, and your chances of success are bigger.

My service also as someone who negotiates on behalf of my candidates oftentimes, right? Me really makes a difference when I let the client know after we are negotiating that the candidate really likes the project, really things can bring a positive impact, et cetera, versus if I said, hey, this is what the candidates are thinking.

So just make sure you apply this for yourself.

I always think long term.

I think we spoke a lot about this.

I've seen stories of people taking jobs just because of a big AE ranks, not necessarily about the fashion, and it's hardly being aligned with the wise, et cetera.

These stories are short stories.

There's always going to be someone who can't make more.

Not a very nice project, not a very nice term.



Yeah, that exists.

But is that, again, success? That's long term sustainability? Not really.

The average tenure is very short when people make decisions.

Just one.

I think the system of the brain doesn't follow going.

It should be.

Just fulfilling those innovations.

If that's the case, maybe that can make a difference.

But still, if you don't like what you're going to do, probably you're going to feel this way.

And finally, what are we seeing as trends that are being built up? We can expect these to keep going the next months and years.

So first, out of these obsessions, for optimizing cutting costs, et cetera, we're seeing right now, we're seeing a lot of centers of excellence, and share services centers being built.

So I speak personally in the Philippines.

I speak every week with CEOs of the company.

I want to look at their non-revenue generating functions normally.

It can be their technology function.

It can be their procurement function.

It can be their finance function.

They have it spread all over the world.

And they'll say, OK, take this and we're going to put it in money.

We have a share services center where, of course, India is the main share services capital.

We have a lot of people in the world.

And we have also, I think, Malaysia, well, they are super strong in share services.

They have a series of characteristics, like the time zone, English skills, labor costs, labor skills, and community relationships, and that's what they call theirs, et cetera.

Every week we see a lot of things that are shared as a center.

Centers of excellence, optimizing talent, building best practices from a centralized team that is just spreading practices towards the organization.

If done well, we've seen enormous success.

I think also, I think.

Second, agility is a success factor.

In the world we are in, we speak so much about optimization.

But we need to keep building.

We need to do things cheaper, but we need to do them.

Because many markets are not seeing a super big acceleration, and it's down more to the uncertainty, the noise, the general directions, et cetera.

The reasons why they make these decisions.

Agility is a fundamental factor across all functions.

You are a finance professional, and you have the ability to detect waste in power with building our reports.

These are going to be the type of skills that right now are absolutely difficult.

You are a human resources professional.

You are seeing a lack of organizational structure, efficiency, and you're seeing a lack of succession planning that could result in losing money in the future.

These are the toys many companies are very interested to speak about.

So this involves innovation, this involves efficiency, this involves effective delegation, this involves top down thinking.

All these are taught and shared here in the enterprise at the university and in the general culture.

And last but not least, what we're seeing is we have some markets that are advanced markets.

We have some markets that are developing markets.

We're seeing a localization of the real market.

Markets like Vietnam, like markets like the Philippines, are more and more interested in hiring locals only for their leadership roles.

There are two reasons, in my opinion, for this.

One, education has developed in these countries vastly, so you have very well-educated professionals locally with very interesting experiences, can do the job as good as a foreigner.

Two, we have a lot of people coming back home.

We have a lot of Vietnamese that spend their career elsewhere in a very advanced market in the US, Singapore, Europe, your name is.

Learn about maybe more cutting edge technology, great exposure to cultural change, stakeholder management.

Come back now, skills they can bring in.

It's a perfect mix between international and local understanding skills.

We're seeing a lot of this.

At the same time, there's scarcity.

This means curious people who move around, who gather experiences in very diverse backgrounds, skillsets, et cetera, are normally going to be twice as interesting, because you can understand the local ways of the region, different countries, at the same time, you have to interact.

This is what we're seeing.

This is a challenge for you to try and take back.

And this is it in terms of the end.

or job hunting, market trends, and I hope it was useful for you guys, but I'd love to just, if time allows, I'm not sure If someone has any question, feel free to connect with me.

I'm very happy to help with anything you think I might be able to do.

This is my LinkedIn QR code Feel free to connect and.

any of you guys Any questions, anything you'd like to ask me?.

Thanks Alex for this wonderful session It gave a lot of insights or pointers, input suggestions.

for all the participants, including us This definitely helps to take into consideration.

going ahead whenever we are back into that recruitment space.

Very, very happy to be here Thanks for having me guys.

Thanks, Michelle, Coris, Mantan, Greg, Eric for making this session happen.

Thanks to all the participants for staying a bit extra We don't want to cut short the.

discussion That is the reason we went 10 minutes ahead Any questions? Feel free to reach out Alex.

Wonderful presentation Thank you.

Thank you everyone We will see you for our next big events and we do have some great.

things lined up Sorry, one question to Alex Will this slide be available or the video will be.

available in the group? Yeah, really, we will be translating and making the recording available in various languages, probably in the next 24 to 48 hours that will be made available for you.

For continued collaboration, please look out for events in our community portal and LinkedIn.

So that will give you a lot of insights as well Okay, thank you very much.