

## **Talent Management Problem Statement:**

In recent past we have noticed Indian professionals leading global corporations and making difference at a global scale in their respective area. Every year there are good number of Indian students who move to other countries and subsequently pursue their career there. There are also a large pool of Indian resources who are moving abroad through Indian IT services and consulting firms. This has been a case for many decades now and still we have not seen any firm action on Government's part. We have always complained about the so called "brain drain" but have not seen any change on this trend.

Of course, due to technological advancement, we now live in a very globally connected eco system and Indian institutions have much better connects with their global counter parts. Question here is, whether just collaboration and joint working is enough.

There is no question about the quality of Indian students and also on the quality of established Indian institutes. When the same students are making real difference in their through an institution abroad, India misses the opportunity. Often, these resources are not interested to come back due to the facilities at home and the quality of work that happens in their home country.

One of areas where India has dominated at the global scale is information technology and particularly in software services. However, off late Indian companies are taking the path of managing large IT operations by deploying large number of semi-skilled resources. When possibly there is nothing wrong with this as a business strategy, I personally feel India as a country is losing the opportunity to innovate and develop cutting edge technology in one of their best performing sectors. I can keep highlighting about the real issues with Indian IT companies, because I have been a part of this sector for last 12 years.

Other areas like fundamental research, industrial research, engineering technologies, manufacturing technologies are some of the other areas where India needs more skilled resources and Indian institutions need to change their gears.

## **Solution:**

In my humble opinion, India should follow the path of Malaysia in this regard. Malaysia has established an organization called "Talent Corporation Malaysia Berhad (TalentCorp)" who is mandated to mobilize Malaysian talent outside to get the right career at home.

Talent Corporation Malaysia Berhad (TalentCorp) was established on 1 January 2011 under the Prime Minister's Department to formulate and facilitate initiatives that address the availability of talent in line with the needs of the country's economic transformation.

Collaborating closely with relevant Government agencies and employers in priority economic sectors, TalentCorp develops demand-driven initiatives to enhance graduate employability, optimize Malaysian professionals, engage Malaysians abroad, and facilitate foreign talent.

TalentCorp engages Malaysians abroad by raising awareness of professional opportunities in Malaysia and providing platforms for leading employers to engage with both students and professionals. They manage Global Malaysians, an online job board connecting Malaysian professionals working overseas to professional opportunities with Malaysian employers across key economic sectors.

For more information on their charter please follow : <http://www.talentcorp.com.my/>

This is a great initiative and it has been very very effective in getting their global talent back.