

THE TALENT GAZETTE

TALENTONIC'S QUARTERLY COMPANY NEWSLETTER



Talent Related Organizational Challenges in a Start Up

By Vivek Tiwari

For the past several years, start-up organizations have occupied a unique space in our collective psyche. Like any other organization, start-ups struggle with their own set of challenges and a large portion of these challenges falls under the talent bucket. So, what are some of the common talent-related or talent linked challenges that start-ups struggle with? Here are a few based on my observation of the start-up ecosystem.

1. Attracting and Retaining the right talent
2. Alignment, the double- edged sword
3. Appropriate structure aligned to the growth of the organisation
4. Articulating the culture and ways of working
5. Creating required Policies and Processes



Start-ups have the potential of creating immense value for different stakeholders, in the last several years there have been many start-up success stories that have emerged in India. At the same time we also know the failure rates of start-ups is exorbitantly high. As per some studies, 90 percent of Indian startups fail within the first five years. The success of an organization depends on a lot of factors; Talent being one of them. In the case of a start-up one can confidently say that Talent is the most important factor that ensures success and sustainability [Read the full article here](#)

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EVENT: L&D LEADERSHIP SUMMIT 2020.MUMBAI. MARCH 17-18

RECOMMENDED READING: GLOBAL TALENT TRENDS 2020 REPORT

Board Evaluation

by Deepak Dhawan

Performance evaluation is an increasingly important feature of boardrooms across the globe. Through our work with multiple clients, here's what we have learnt:

1. The right mindset and Boardroom dynamics are as important as the Board structure and composition
2. Boards with clearly defined roles function in harmony with the CEO and Management Teams
3. Organisations that treat Board Evaluation as a compliance exercise lose the opportunity for important insights
4. Board Evaluation is an effective team-building and ethicsshaping activity that helps create a shared set of board norms
5. In communicating outcomes, the confidentiality of the process contributes significantly to honest inputs by participants and provides the board with defensible results

Email us at boardevaluation@talentonic.com if you would like to demo our tool and click [here](#) to read more about our offering



We will be at the 7th L&D Leadership Summit 2020 organised by Inventicon on 17-18 March at the Ramada Powai Hotel, Mumbai. Join us for a Fireside chat on Embedding L&D in the Organisation and why learning is a much talked about and often ignored leadership agenda and how the rise of digital learning is transforming that landscape.

[More information on this event is available here](#)

RECOMMENDED READING

According to the Global Talent Trends 2020 report, which was recently unveiled by LinkedIn, Employee Experience and People Analytics emerge as the top two trends. Organizations are now understanding employees, investing in them, and involving them to create a better working experience. Talentonic joins the 96% of HR Professionals that believe this is the most important trend for 2020. Read the full report [here](#).

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