

Put own solutions into action

Born and brought up in East Germany, Michael Kaiser is HR Coach at Michael Kaiser Consulting. He is the author of the online guide 'Ways to the Perfect Job' freely available on his LinkedIn page and gives regular talks on a German radio station on tips and advices for job seekers.

IN THE IT sector, problem solving is of utmost importance. It is not only identifying the technical problem, but also grasping the bigger picture and understanding what the client needs as end result. Likewise, a company should approach a coach or a consultant only when it is determined to solve a situation. Only if the decision-takers are totally committed to engage themselves for the betterment of the company and its employees can there be positive and sustainable change.

Mauritian companies should not compare themselves by benchmarks of the African region only, but also compare themselves to international standards, and more specifically to small and dynamic places such as Singapore and Hong Kong. However, developing countries do not necessarily have the same resources as more advanced ones. Or innovative concepts may be available but the additional requirements in terms of training of the workforce may be overlooked. When one is engaged in project management, one needs to make sure everyone contributes and does something concretely. Therefore, best practices need to be implemented according to the ecosystem within a specific country. A Mauritian company may be inspired by solutions or



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processes put into place successfully in a European country, for example. But it has to ask itself if the international solution is suitable for the Mauritian context or if the existing procedures need to be tweaked. To guarantee success, the implementation of new processes need to be carefully planned and basic requirements need to be mapped out and catered for, especially foundation training.

Choosing the right employees is a key to success. Whichever the job, the successful candidate who can generally guarantee success on the long run is more often the one who has been able to demonstrate that he is familiar with overcoming difficulties and has a proven track record of success in challenging situations. Com-

bined to the appropriate educational background, creativity and the capacity to find a way to fix problems should be spotted out.

Employees in Mauritius demonstrate a great willingness to learn and are eager to adopt best practices, but however see their enthusiasm dampened by the cost of living. It is up to the top management to ensure they can keep their workforce happy and motivated. Regarding millennials, managers need to rethink the way they manage and run companies and take full responsibility for motivating and keeping the new workforce. Managers need to think: "I will offer the perfect job to my employee". Small steps are important, such as taking the employees

seriously, being realistic and setting off from where they are standing, informing teams properly about the objectives and achievements, and also by keeping an eye on the training to be upgraded regularly.

There are many ways to easily improve one's job search and job applications. One learns online nowadays and with some dedication and grit, one can increase the success rate tremendously. However, too often people like to complain but do not even use the free resources for improvement at hand. No wonder that their career advancement stagnates as a result. International mobility allows employees to have new work experiences and meet with other types of management styles. By staying in a lethargic environment, where there is no scope for growth, one keeps the bad system running. There is surely a better place in the world for everyone who is determined to do a great job, demand the proper payment for that work and become a successful achiever.

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Roma BRIJMOHUN