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As we bid goodbye to 2017 and welcome 2018, it is interesting to note trends that were visible both from organisational standpoint as well as from candidates' perspective.

Key Trends from the Organisational Perspective -

A. Diversity

Organisations appeared to course correct on diversity, particularly gender. Though Multinationals were sensitive about this even in the previous year, Indian corporates followed suit in 2017. A number of Indian companies ensured the same at every level of the organisation. This is really a very positive development as it is imperative that there is diversity in top management and that too not necessarily confined to gender.

B. Easing out of non-performers

Organisations got more business-like and tougher with non-performers, therefore organisations sacking non-performers increased substantially as overwhelming majority of hiring was replacement hiring. We feel sacking increased by 30 % in 2017. The focus on performance likely to only increase in the coming year as challenges to businesses multiply.

C. Cross industry experience

Organisations valued cross industry experience as lines between different businesses are getting blurred. Also, organisations valued out-of-box thinkers much more than in the past.

D. Disruption

The threat of disruption of all businesses increased manifold. To cope with this there was a lot of focus on innovation. A number of organisations created a post of Chief Innovation Officer whose job is to look at innovation across functions on an on-going basis. This proved very beneficial to some organisations.

From candidates perspective the following trends were discernible-

A. Empowerment

Candidates increasingly looked closely whether the opportunity gave them adequate empowerment. Candidates tended to also look at culture and potential of growth closely.

B. Work-life balance

Increasing number of candidates looked at work-life balance. Some candidates were very clear that they wanted to work in organisations with a 5 day working week. Candidates also looked at commuting time as well as extent of travel in a month closely. Organisations that discouraged top/ senior management from taking leave were no longer attractive to candidates.

C. Learning and growth

Candidates valued organisations that provided clear career growth paths. Organisations where career promotions happened faster were preferred. Also, organisations which provided increasing avenues of learning and cross functional learning were preferred as senior management candidates do look for organisations which prepare candidates for the corner room.

On the whole 2017 changed a lot of mind-sets. 2018 promises to be even more challenging and interesting.

Here is wishing all of you a happy, healthy and prosperous 2018.

Best Regards,
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Managing Director



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