

FROM ONE OF THE MOST SOUGHT AFTER HR CONSULTANTS



HR Insights off the Edge

Vivek Anand

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Introduction

In the following pages, you will gain a lot of insights from my years of experience in mentoring young & old professionals and consulting various small, medium, and large companies.

In this short book, you will learn about HR, training, learning, what it takes to improve your recruitment skill, how to conduct performance evaluation and so many other insights.

You may read this book in a go, but the best way to read this book is to read one chapter, pause, reflect, and jot down your learning.

There's a ton of ideas and insights for you to take from this book.

If you can truly implement what's in this book, you may become a completely-transformed professional in near future.

Read this book and leave a review.

It will help us reach more people and assist more professionals like you.

I wish you all the very best in your career prospect.

And yes, thank you for reading.

With gratitude,

Vivek Anand,
Bangalore
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Learning is a decision

Back then in 1995-96, it was the beginning of my career where I started working as a Computer Lab Instructor in the same training institute where I had learned computers.

It was a transition phase where technology was shifting from DOS to Windows.

We were all trained on DOS but we're asked to train students on the Windows platform with little or no formal training.

It was a big challenge for all of us and more than the challenge it was self-respect as all students were expecting a lot from us.

We (the team of trainers) decided to learn it ourselves. We didn't worry about what was not there but focused on what we had - the books and the software pre-installed on our machines.

We were thrilled. After finishing all classes, we used to return to the institute at the night and used to practice the concepts to be taught the next day.

No Certifications, No Training, No Coaching. Yet, we did it ourselves and did it successfully.

Learning is not solely dependent on resources, it needs a strong intent and determination.

We could have complained, we could have resisted that the center in charge didn't do all that was needed to prepare us, it would have been our loss too, eventually. The knowledge that we acquired also gave us better confidence and had helped us with a big lesson of finding our way out.

If you are stuck in your career, take complete charge in your hand, take control of it.

Behaviors are not taught, they are observed & followed

My daughter (9 yrs) and I were on the ground floor waiting for the lift when she asked to take the stairs.

I was not happy with the ask and said NO.

She insisted and I smartly threw a challenge at her. I asked her to take stairs and challenged her to reach before me (using a lift) 😊

She was excited and me (feeling smarter 😊). For me, it didn't matter if she reaches first, avoiding stairs was what I wanted.

Well, the race began, I was the only person in the lift and pushed 4 (the floor I had to reach). I was feeling smart till I realized that she had pressed the lift call button on each floor to make sure it takes a halt on each floor.

She reached before me and won. I had to treat her with Ice-cream 🍦

Can I treat it as cheating? 🤔

Yes, it was. I cheated and she just followed.

Isn't it the same that happens in our workplace?

You as a leader take shortcuts and unconsciously declare your people to do the same.

Before you punish them for the false behavior, make sure yours was right too.

Khudi Ko Kar Buland Itna

I feel pride in achieving what I deserve and not what I desire and if what I get is a small portion of what I have put in, then I prefer working on improving myself to deserve better.

I took a break from my corporate journey to switch my career to HR (okay you can call this a forced break because my employer had never encouraged me for my inclination toward HR).

I was broken but determined to achieve what I wanted.

I increased my activity on LinkedIn, started connecting with people, sought help...and did everything to get the deserving break.

I did not get any. I was disappointed but accepted the fact that I didn't, still deserve it.

Things had changed since then. Focus shifted from searching to learning to branding and finally to living my purpose.

I feel accomplished when my mentees fulfill their dreams...I find myself to be more successful.

And yes the employer who rejected me during my struggle now reaches out to me for support...I am no more interested in them.

I prefer working with small & medium businesses and helping them adopt a humane approach towards their businesses.

Yes, we are working on adding more elements of 'human' to HR.

Why did I share this?

Stop begging for jobs, stop cursing the employers.

Build your brand so strong that the employers feel bad about losing you.

Khudi ko kar buland itna...

Ke har takdin se pehle..

Khuda bande khud puchhe ke bata -

Teri raza kya hai...

Karma

It would be a foolish question to ask if you have watched the blockbuster Hindi movie from 1986 – Karma!

For all those who missed it, here is a brief.

This story is about a high-ranking police officer who is in charge of jail that well reforms criminals and Dr. Dang who is the head of a major terrorist organization.

Singh is on a mission to bring Dang to justice. Singh plans to train an elite unit, the members of which will be selected from death row. He deems the offer of freedom will motivate the prisoners to swap a life of crime for the honor. The mission is ratified by the government and Singh successfully recruits 3 prisoners including a former terrorist.

Did you notice that the best came out of the worst?

Singh delivered a big lesson for the HRs. He didn't look for the qualification and proven experience but looked for those unique abilities that would help him accomplish his mission.

And this is what strategic hiring is all about. Identify your business goals and assess the skills that you would require to accomplish your goals and then search for them. The true qualification is the ability to deliver, not what you have on the paper.

Choose the best, get the vision understood & accepted, and provide the right resources.

Leave the rest to the talent pool you choose.

[This is the excerpt of one of our sessions on 'Competencies & Behaviors, you can visit <https://skillhubconsulting.com/>]

KBC Promo

Did you watch the promo of KBC (Kaun Banega Crorepati)?

The entire village is struggling to arrange funds to reconstruct the school building.

Having failed to arrange funds; they find new hope in the forthcoming version of KBC.

Everyone tried but the one who got selected is possibly the dumbest in the village.

Now everyone in the village (they all seem to be smarter than the one selected), is trying to teach him and in the process, ridicule him.

Okay okay, I understand that's a story but looks very similar to what happens in our workplace.

When challenges come, very few take lead. And out of them, few succeed. And then those who had not taken the initiative are the ones who pass feedback to the ones who attempted.

They are full of their specialized comments and inputs.

Let's learn to respect the courage to make an attempt and respect their early successes, however small they may be.

Let's not become the self-proclaimed coaches and be an assistant to all the courageous souls and help them achieve the shared goals of the organization.

Without nurturing, training loses its impact

I was out of the office for a training program. It was a four-day training program at an outskirt.

On the 5th day, when I came back to the office, I was welcomed by my manager. His statement shook me -

“Welcome back after four days paid holiday, now get back to work.”

One statement was enough to kill my excitement, my gratitude towards the management for this lovely opportunity.

The feeling was, this was an unimportant statutory training mandate and what I left was more important than the organization’s attempt to upgrade our skills.

These few moments and experience was sufficient for me to forget the days of learning.

The irony is the same manager later uttered that the trainer/training company must take the responsibility for learning & ROI.

Learning retention needs nurturing. It happens outside the classroom, at the workplace.

The manager/supervisor has the biggest role to play in this. They need to develop an environment that is conducive to learning

Do you agree?

A fond memory of a not-so-obvious interview

It was one of the best job interviews I had to date. Not because I was selected or was handed a fancy offer...I was indeed rejected.

Everything about the interview was an exception...it was an experience right from being approached for the role to the last minute's guidance on the directions to their office

Let me focus on those 45 minutes (with the interviewer).

The interviewer gave that friendly vibes, the first five mins were comforting ones. No "Tell me about yourself" question... his first question was -

"Did you face any difficulty in locating us?" and I shared it 😊

The best part was - I got their feedback on why they're not selecting for the said position. The tone, the language despite being negative for me, actually didn't make me feel bad or low.

Yes, I felt bad but it did something to boost my confidence.

Here is to all recruiters & interviewers.

You do not just select or reject the candidate, you create an experience for the life; make sure it is the best one for the candidate.

Your feedback must help the candidate bridge the gap and you will also be able to build a strong pool of better-skilled jobseekers.

The good that you do for others (read employers) will come back to you in the form of a good candidate who had received positive feedback from someone.

An interview is an opportunity to build a lifetime experience. Don't miss it.

Importance of maturity as an HR Recruiter

She was a student of HR, looking out for new opportunities.

There was hardly any response which added to her anxiety. She started applying for anything in HR that appeared to her.

One company selected her and offered a non-HR role.

Finding no other option, she agreed 😞

However, before she could complete the documentation she got another offer in HR with some other organization.

She called up the earlier company and informed them that she is going with the HR role.

HR was dejected 😞

I am sure they will treat this as another case where the candidate ditches after the offer are made.

Do you also feel the same?

As HR we must show maturity and responsibility. It is not just about selecting a candidate but their career growth also should be our concern.

Before making such selections, we must ask the candidate why they are willing to join the organization. We must guide them, especially when they are freshers.

How to Improve the Hiring Process?

We were having tea and my wife asked for a spoon of sugar.

I volunteered. I knew where she keeps the sugar box and I went to pick it up.

I couldn't find the box there.

I looked at other places too but I couldn't find the box. Twice, thrice I searched but there was no trace of that sugar jar.

I failed as she breezed inside the kitchen and picked up a box from that same place.

Aahhh, she had changed the box.

I realized I was searching for a box; I was supposed to look for sugar.

Don't we make the same mistake when we hire talents?

We form an image of the best talent (Qualification, Exp., Skills, etc) and fail to find the one that would fit the bill.

We ignore the fact that real talent lies in competencies & behaviors. Qualification & Exp could be deceiving.

Look for competencies and that may be available in any shape (jobless, women on a break, without the fancy degrees, etc.).

Want to improve your hiring process?

Learn to identify & understand behaviors while hiring!

The birth of Skillhub Learning

I was looking for a career switch from Education & Training to hardcore HR.

I realized that the lack of relevant professional education will be a bottleneck as my current employer (then) rejected my request for a switch.

I took a break from the job and attended a few prominent HR certifications to become eligible for the job.

Unfortunately, I was rejected by almost everyone for not having an MBA in HR.

I did that but I still lacked relevant experience.

It was shocking but I realized what I lacked - it was the real work challenge that I had never faced. I had a strong understanding but I lacked the exposure.

It was a long journey since then where I mentored a lot of HR professionals from some of the premium organizations and explored the challenges with them.

But by this time the career purpose had changed - from seeking employment to preparing the jobseekers like I once was.

Yes, [Skillhub Learning](#) took birth during this lockdown in April. In the last 8 months, we could prepare 150+ individuals from 6 countries. Some of them are students and others are working professionals.

Some have started their career journey and some could get back on track and we are proud of them.

If you are also concerned about your career in HR, give me a shout out and we will discuss.

Challenge equals Growth

Life is full of opportunities and uncertainties, how well we understand the uncertainties and identify the opportunities determines the growth in our career.

Career growth is not a result of excellent performance but the potential for the future that we showcase determines our growth.

I never had fancy degrees or any exceptional skills, I was a very mediocre student and my first job was no less than a challenge. I was offered the position of Instructor in my institute where I was learning computers.

It was challenging for a non-serious person like me because it needed a lot of concentration on learning. Thank God, I said yes to it because it created a roadmap for me.

Whenever I was being put in a challenging scenario, it resulted in growth.

I could have never imagined coming this far in my career, had I said NO to those challenges.

I am blessed to have worked under leaders who identified my potential and presented me with those challenging and complex assignments.

Don't ask - Why me? Say Thank You and Accept.

A life lesson from Snakes & Ladder

I was playing Snakes & Ladder with my kiddo and she was too excited as her goto was on 98 and mine on 1 (thanks to that heatless snake 🐍).

My attempts/luck (whatever you call) failed me and brought me down to the lowest.

We kept on playing. She was kind of stuck as she was not getting the required number.

Soon, I got the right numbers and I got frequent ladders, and boom she was bitten by the snake sitting on 99.

Well, to cut the long story short, I reached 100 faster than her (had to compensate her with a bar of chocolate 😬)

Our career sometimes hands over a similar experience, it did that to me 😊

Treat it as Snakes & Ladder game and keep moving towards 100 with the same energy and focus.

You might find your colleagues soaring ahead...congratulate them but do not compare your journey to theirs.

Your chance will come that too when you had least expected it. Keep working and marching ahead.

A great skill under camouflage

“If you want a happy ending, that depends, of course, on where you stop your story”

- Orson Welles

We had a fellow student, very sharp & full of energy but with hardly any focus on studies.

We were in class XII with lots of pressure for studies.

A fun kid that he was, we enjoyed his company.

He was a kind of stress buster for us.

The only thing we didn't like about him was that he had a story (read excuse) for almost any situation/problem.

We hated to see him escape the bashing of our teacher whenever he missed the homework or made any mistake.

We never had such privilege; in fact, our teacher was very soft with him.

We asked our teacher once - “Why are you so soft on him?”

I still remember that one statement - “This boy will never be short of work. He will be able to face any challenge and sail over it...”

Now, after so many years, I can relate to what he meant.

This boy was truly gifted.

What we thought of as a one-time waster was indeed a good skill.

He was indeed a great storyteller.

While we all were busy learning the lessons from the books, he had already mastered one important life lesson - **storytelling**.

How to course-correct?

When you Fail...Stand up with a smile...

Analyze Reflect & Move On.

I failed my class X exam...first major milestone in my academic journey.

What followed was so traumatic...

Almost everyone knew...why I failed.

And almost everyone had a piece of advice that could make me a better (if not the best) student.

So many success stories were shared...and they all were more of comparison than motivation.

There were sympathies...there were concerns and each one of them made me feel unsuccessful.

I, only I knew the real reason for this failure...I never studied...didn't pay the required attention.

I knew the mistakes I made and assured myself of not repeating them in the next exam...it made me feel relaxed and I moved on.

There were also a few who called me casual, shameless, and whatnot but I never allowed them to spoil my approach...I was very strong you know :)

And I faired pretty well in my next exams, without any extra effort.

Challenges in life will keep coming, you will fail too...

What's important is to analyze and reflect on the mistakes and keep looking forward.

People will come with suggestions and will teach you what they feel you need.

That's training.

Know what you need and work on improving on it.

That's Learning.

Keep Learning...Keep Growing.

Without execution, the idea is just an illusion

When I decided to start my entrepreneurship journey, little did I know about the challenges that I was going to face!

Very confident in the idea that I had, I expected it to be a smooth sail but...

Yes, the results were far lower than I expected.

I was told that the idea was wrong or this is not a suitable market for this particular idea.

Did my idea fail?

No.

I am still working on it and slowly started getting the traction.

What I realized was that it's not the Idea that fails; it's the faulty execution that prevents the idea from making it BIG.

Yes, it is the way you execute the idea or plan the actions that determine the consequences.

What are those 10 critical things you must avoid to prevent your business from going down?

Write it down.

And act on each one by one.

You will see when your execution will improve, your idea, your dream will begin to take shape.

Without execution, the idea is just an illusion.

Prevention is always better than cure

I received my medical reports.

It showed steady progress and was quite encouraging as the sugar levels were near normal.

This progress was a result of lifestyle changes that I brought in about six months back.

Very little medication (read external intervention) and more of adopting a healthy lifestyle, eating the RIGHT food, and regular physical activities.

Excited, as I had been on strong medication for about a year before switching on to this.

It did help to keep the sugar levels in control but then over a while, this strong medication started to impact other vital organs which is why I had to take an alternate view and follow a different approach.

Yes, most of the health-related issues can be cured with a little change in our lifestyle.

It reaffirms the statement “Prevention is Better than Cure”.

The same is true for our workplace performance too.

External Interventions (Training) may add some skills but then too much training will not bring lasting Impact unless we encourage a strong learning culture with a sharp focus on self-development.

We at Skillhub Consulting, help in creating a strong work environment/culture that encourages continuous learning & self-development.

We're just an email/call away.

Who is a specialist?

I was in a park, as usual, for a morning walk and workouts.

While I was walking, one gentleman must be in his 70s, full of enthusiasm & energy, crossed me while jogging.

He looked at me and invited me to run with him.

I smiled and waved 🙌 at him, signaling him to carry on.

He insisted and tried encouraging me “Come on, you can do it...see I can do this in this age...it will make you fitter.”

He finally, not seeing me getting excited, moved on giving some weird looks 🙄

It left me wondering 🗨️ if it was the only way to get fitter 😞

So who is a specialist?

A specialist, to me, is someone willing to listen 💡 and understand your story, your challenges and has faced enough challenges/failures in life to help you face & conquer them.

Each challenge is different and so are the ways to deal with them.

Don't just follow what others did...rather learn from them.

Learn to have that strength, spirit & attitude with which they overcame their obstacles and not just follow their methods.

What do you say?

Continuous Learning

Watching a feather blown by the wind or a high-flying kite after it is detached from its thread is a treat to watch.

The rhythm, with which it flows after the unconditioned submission to the strong wind, shows complete synchronization.

However, when the wind stops blowing, this seamless synchronization starts to look like a complete mess, chaos.

Wish they had some strength to maintain their flow when the wind stops.

Isn't it the same that many of us face in our careers too?

A point comes when we get too carried away with the rewards/position at work and the material happiness.

“If you decide to just go with the flow, you'll end up where the flow goes, which is usually downhill, often leading to a big pile of sludge and a life of unhappiness. You'll end up doing what everyone else is doing.” – Sean Covey

The brilliant lines above by Sean Covey reflect the situation that many of us get into. We forget what our GOAL in life is and find happiness in whatever task is assigned to us. All goes well before the organization changes its future roadmap and finds you not fitting in their future strategy.

Never stop learning because life never stops teaching!

Failure is an opportunity for growth

Have you ever failed?

Tell me about a situation where you failed?

Yes, this was the question that crashed one of the job interviews (a dream job for me 😊)

Things were pretty smooth in the interview till the time this question appeared.

My inner self got activated instantly to cover all my failures and came up with some stupid, meaningless feelings and I tried to reflect the positive side of me 😞 .

I lost the opportunity, which could have been a golden one for my career.

Don't Fear Failure, Embrace it...each failure has a strong lesson to teach, be ready to learn.

It's important to identify the reasons that led to failures and improve on them.

Failures and setbacks are ingredients for a great success story.

Many large successes were built on failures or rather many failures.

Most importantly, we should not shy away or hide our failures...they allow us to reflect on how we learned and improved...that's positive.

If I had shared some real instances, where I failed, and had reflected on my learning from them...the outcome of the interview could have been different 😞

Don't hide your real self, a genuine recruiter/interviewer understands and is looking to identify your strengths.

Loyalty! Really???

He joined a company and his seniors were so impressed with his work that he got a decent raise and promotion in his very first year of service with them.

Motivated, he gave more commitment to his job and in turn, he got more rewards.

He completed five years in the organization.

Wow! he started to get Annual Loyalty Rewards too with a multi-fold increase in salary and profile and with regular rewards... complacency sneaked in.

Not that the commitment & dedication level came down, it was all-time high but because he never felt any need to learn anything new - the company didn't advise anything of that sort, either he got comfortably adjusted and having done diverse activities, he felt he was doing the best, for himself and the company.

Next was the turbulent business scenario which demanded a cultural shift in the organization's working style.

Soon, this loyal workforce started to look futile and the company decided to part off and replace them with the millennial workforce. A handsome parting package was paid to him and many others like him.

True Loyalty Reward would have been investing in employee development and not just monetary rewards.

The trust during turbulent times and investment in building fresh skills could have been rewarding.

What do you say?

All we need is one chance to prove our mettle

Ours was a small office with lean team size.

This was in the mid-nineties and being in a small town, we had high dependency on our vendors from Delhi, especially for all computer-related issues.

We had an able commerce graduate to manage Finance & Admin.

We didn't have enough transactions in a day to keep us occupied.

Computers had all the attention of our finance person. Learning something new, each day, on computers became his strong passion.

Computer maintenance was a challenge. There were frequent networking & OS-related issues.

The typical resolution time was 36 hours as we didn't have any local support.

Passionate about learning computers, our friend from finance used to sit with vendors, during all repair/troubleshooting.

It all began with observing and then started to try his hand at troubleshooting.

Soon, most of the computer-related issues were handled by our superstar who could resolve most of the issues with telephonic support.

Flash forward: This person is now an established Cyber Security expert.

To cut the long story short, had we not allowed him to try his hands, make mistakes, we would have made a big mistake.

It was a matter of convenience for us too as our dependency on the vendor was reduced considerably.

A Short & Tragic Interview Story!

He was an experienced Manager who had spent 15 years in the industry and had some strong accomplishments to his credit.

One recruiter approached him for a role SIMILAR to his current profile.

He shared his thoughts on the role.

Convinced with his understanding, his profile was shared with the hiring manager.

The interview was fixed.

A team of two interviewed him for the position and started with a typical -

“Can you please take us through your profile?”

He explained.

He did not mention one of the tasks that had high priority on their checklist.

Sorry, I think the recruiter had not understood the requirement.

We need a person who is hands-on with XYZ skills.

He tried explaining to them that he had a team to manage the task and he understands the function but...

It was over in less than five mins... Eventually, both, the candidate and the interview panel wasted their time.

We wish that the recruiter had done the screening better.

We also wish that the candidate would have tried understanding the requirement better.

Interview Panel, instead of ticking the line items, be more open to evaluating the skills/abilities required.

Period.

A strong WILL

We had an Office boy, not much skilled, who was deployed on day shift and was mainly responsible for generator operation and other routine office works.

What made him different was his curiosity to learn & strong will to grow.

He learned enough English to attend calls onboard lines and direct them to the right person.

He used to stay till late in the evening to get an opportunity to try his hands on office computers, trying to use the keyboard & mouse and that was an achievement for him.

This was in the late 90s when computers and especially windows were new.

Well, seeing his eagerness to learn we kind of helped him by giving him letters to type and make entries in our accounting software.

A bright chap that he was, he picked things up very fast.

He got an opportunity to work in the Railway Station canteen to manage the billing.

Within a year he was promoted as a manager taking care of a 20+ members team.

We could have said NO to him...the work that we gave him and the time that we spent correcting him could have been saved.

We could have refused to give him the data entry work to practice as it was all critical data.

In the end that little SUPPORT was worth it.

To learn is you don't need just the knowledge & skills, but a strong WILL to learn will help overcome all such shortcomings.

It's never too late

Yesterday, I went to play badminton.

It was almost after a gap of 20 years but was surely exciting.

Reminded me of those education days when we were so occupied with fun and games that we hardly had time for studies or any other work.

Now, we are so occupied with work that we miss out on all that fun.

Then: Work/Studies were taken as prescribed life-saving medicines (we tried our best to escape until it was very essential)

Now: Sports/exercises are prescribed (very essential if not life-saving).

In short, we find it so hard to take time out for such activities which were once the way of life.

Managing the two requires a fine balance.

It's more of a will than time. Wish we had followed all the advice and had developed this balanced mindset early.

But it's never too late...

An almost perfect story of customer delight!

Last week, I with a couple of friends visited a restaurant for lunch.

With a good ambiance and awesome cuisine, we were enjoying the time spent there.

While we were enjoying our food and gossips, the service staff inquired if we liked the food & their service or anything special that we need.

These small gestures enhanced our delight.

A little later, the chef came to us to know if we liked the food or if he needs to make any changes to suit our taste buds...

Wow, that was the real customer delight and we were satisfied.

What happened next was something that dampened our delight a bit.

The chef then requested us to mark “Excellent” in the Customer Delight Questionnaire.

He quoted, our EXCELLENT rating will be treated as Good and GOOD as AVERAGE which will impact their Performance Evaluation.

This added some amount of bitterness to our delight.

This request, though small, was exposing their internal evaluation processes.

We design processes to support performance and to ensure all is done right that improves the customer experience.

“Customer delight cannot be requested or demanded, we need to delight them with our high standard of services. If you focus on results, you will never change. If you focus on change, you will get results.” – Jack Dixon

What do you think?

Regular Reminders - Magic Potion to Improvement

I had been trying to lose weight for some time; in fact, it has been a few years.

I consulted a dietitian & even joined a health center/gym which went on well for a few days before the little impatient soul started to prompt how it was not working and reminded me of one specialist who once told me that my body has a tendency of weight gain and I would gain weight even if I stop eating food and drink water only.

Then I came across one mobile app which supported and assisted in a structured diet & exercise schedule.

It did magic.

It allowed me to record my daily food intake and physical activity with a thorough analysis.

I call it magical because it got hooked me to the process and I started enjoying it as I was in control of what I was eating and burning and not just that, it helped me in monitoring my progress.

It was a definite boost to my confidence, I was in total control.

And the result – lost almost 8 kgs in 45 days.

Yes, that's a small success but it confirms that the efforts are in the right direction.

Lesson Learnt: Having a goal isn't enough by itself. You have to have some way to track your progress towards that goal. Without a regular reminder of how you're doing, you can't know whether the actions you're taking are working to move you closer to your endpoint.

“Sir, I am looking out for a new opportunity & can join immediately. Please share if you have any relevant opportunities with you. I recently was released by the employer due to Corona Impact”

How often do you hear this, these days?

I also keep seeing posts to support these jobseekers circulating on LinkedIn with tags like #helpinghand.

It is indeed a noble effort but is it complete?

Is lack of opportunity the only cause?

It is the time for some introspection.

Did the company close down?

In most cases...NO. The number of employees that were retained was more than the ones that were released.

Ask yourself...Why were you not retained?

Before rushing for the opportunities, did you evaluate your skills....are there any gaps?

Fix those gaps, otherwise, I have seen many recruiters commenting #helpinghand on such posts when they can take extra steps to connect you to the opportunities.

Mostly what you get is sympathy, not opportunities.

You are GOOD, you just have to better yourselves.

Gear up!

We at Skillhub Learning are ready to support our HR fraternity. We will help you prepare for your next GiG.

If you are an HR professional who lost a job or is struggling to find one, you can reach us for a Complimentary Consultation.

We also created resources to help you prepare for your next assignment.

About the author

Vivek Anand is a Performance Consultant & Mentor.

He is the founder of Skillhub Consulting, a 360-degree HR boutique firm focusing on HR Frameworks, Hiring Strategy, Competency Mapping, Behavioral Analysis, Structured Interview, Learning & Development, and Performance Management.

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