BEST STARTUPS TO WORK FOR 2018
IN MY OPINION

MATCH PROSPECTIVE HIRE DNA TO COMPANY DNA

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CEO INSIGHTS
MATCH PROSPECTIVE HIRE DNA TO COMPANY DNA

By Jitendra Sandu, CEO, FindYourFit

FindYourFit is a social recruitment company focused on connecting international jobseekers with suitable employers. In addition to technical capabilities, it emphasizes on the alignment of an employee’s personality, values and interests with an organization’s culture, goals, strategy and values.

The recruiting process is always on the move and evolving, improvements in technology and psychology have propagated the process and introduced disruptive ways to the status quo.

Superior analytics and the advent of Big Data, machine learning and artificial intelligence has made big strides in translating meaningful information out of data both via intuitive methods and counter intuitive outcomes. Predicting outcomes and required talent needs are now one step closer to reality. This has allowed HR teams to identify top talent in their applicant pools and to make better hiring decisions.

Is it possible to find the DNA of a company’s culture, mission, vision, objectives...etc and hire talent matching to the DNA? If yes how do we tap the Holy Grail?

Let’s look at various factors that will ultimately lead to understanding the required mix. In addition to understanding ways of measuring the human potential it is required to understand the framework, processes and tools. To highlight the challenges let’s look at a few successfully tried, utilized approaches.

1. Competency Mapping
Competency Mapping is a process of identifying key competencies for an organization and/or a job and incorporating those competencies throughout the various processes (i.e. job evaluation, training, recruitment) of the organization

2. Objectives and Key Results (OKR)
OKR is a framework for defining and tracking objectives and their outcomes. It was created at Intel by John Doerr and has been used by several companies including Google, LinkedIn and Twitter. It aims to define company and team "objectives" along with the linked measurable "key results" and to provide "a critical thinking framework and ongoing discipline that seeks to ensure employees work together, focusing their efforts to make measurable contributions. OKRs are typically set at the company, team and personal levels and may be shared across the organization with the intention of providing teams with visibility of goals with the intention to align and focus effort.

3. Multiple Intelligences
The theory of multiple intelligences differentiates intelligence into specific ‘modalities’, rather than seeing intelligence as dominated by a single general ability. Dr. Howard Gardner proposed this model in his 1983 book Frames of Mind: The Theory of Multiple Intelligences. According to the theory, an intelligence must fulfill eight criteria. Gardner proposed eight intelligences
   1. Musical-rhythmic,
   2. Visual-spatial,
   3. Verbal-linguistic,
   4. Logical-mathematical,
   5. Bodily-kinesthetic,
   6. Interpersonal,
   7. Intrapersonal, and
   8. Naturalistic.
Multiple Intelligences Developmental Assessment Scales (MIDAS) were created by Branton Shearer, Ph.D. in 1987 as a means to enhance a person’s intellectual performance, career development and personal satisfaction. The MIDAS Profile has been described as the Swiss Army knife of self-assessments that guides people to a deeper appreciation for their intellectual and creative lives. Adults at work and in transition gain more useful self-knowledge from the rich and descriptive MIDAS profile. Business Leaders Dr. Shearer consults widely with business leaders to bring the power of the MIDAS™ profile to the many challenges that confront managers and HR directors. Parents tell us that understanding their child’s MIDAS Profile helps them to be better parents. Teens and young adults gain a keen appreciation for their intellectual passions that clarifies and affirms their career paths.

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There Are All Kinds of Smart in the Workplace. The approach called blended learning appeals to more than one type of intelligence. Blended learning means combining methods, techniques or resources and applying them in an interactively meaningful learning environment. For example, a learner with kinesthetic intelligence would be comfortable with computer-based training (CBT), because it requires hands-on use of the keyboard and mouse. For a person with intra-personal intelligence, working alone and in one’s mind makes CBT work a positive learning situation. A person with linguistic intelligence would learn through the words provided in the CBT scripts. Blending the computer usage with group work (in the classroom or workplace) adds an approach comfortable for learners with interpersonal intelligence.

4. Measuring the Human Potential. What is Focused Integrated Talent (FIT)?

FIT (focused Integrated Talent) approach involves storing 54 job success attributes and information relating to the attributes of job seekers. These attributes are gathered through a scientifically created evaluation and administered via Computer Based Testing (CBT) in a proctored environment across PAN India. Hence a database of eligible candidates is stored than can be accessed instantaneously.

1. Such attributes include educational backgrounds, desires and interests of a job, Aptitudes, Multiple Intelligences, Personality Traits, Learning Styles, Skills etc....

2. Such attributes necessarily differ between career positions and are dependent on the type of position as well as the experience of the job seeker.

3. The set of attributes known or stored about a particular job seeker is typically more complete than particular attributes that a given potential employer is seeking.

4. Potential employers then express their interest in obtaining employees with a particular set of attributes, optionally including the importance of some attributes over others.

5. FIT considers the desired attributes as expressed by the potential employer and matches it with the known attributes of a library of potential employees within that career heading, and further ranks the importance expressed by the employer in determining the rankings of attributes to result in a list of potential employees that best match the interests.

6. Such list may be further considered by a recruiting professional (e.g., headhunter) before being passed on to the employer or may be passed directly to the employer.

Now Tailored talent assessment solutions are available that take into account an individual company’s culture and goals. This helps foster a diverse workplace while maintaining high performance standards.