

Ask HRMAD- AM

First of All, Introduction:

Welcome to the Ask HRmadam corner in the People First magazine! I have racked my brain about what to write for the first edition. In fact, I had sleepless nights. Then, it occurred to me that I am not necessarily going to be writing articles for this magazine. Rather, I will be answering your HR-related questions.

HOWEVER, since there are no questions to answer today, it makes perfect sense to do a bit of an introduction – who I am, what I've been up to, what to expect in this section and who knows, perhaps a little article after all.

My name is Olufunmiola Bucknor and I run a small HR shop called HRmadam Consulting. No, I am not madam-like in any form – height, weight or otherwise. It is just a name. Before now, I worked in local and global organizations handling HR roles covering West Africa.

Right Fit – Naija Dimension

While thinking about what to write in this maiden edition, because, you know, best foot forward and all, I eventually got inspiration from a Facebook Tech Group I belong. This group was initially created for Tech Startups, but has evolved to include software engineers and people like me who

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now recruit for tech companies. Someone asked why we cannot have our own LinkedIn in Nigeria since a lot of employers always complain about finding the right talent, a place for us to have our own pool to draw from.

The comments on the thread made me realize that finding the right talent means so many things to different people. So, to be clear, I asked if the real issue is the availability of job applicants. As far as I know, Nigerians are on LinkedIn, including people in the alternative market and students. To test the availability of candidate question, try putting out an advert for a job position in a national daily. You will be inundated with millions of CVs that will require a month of Sundays to sift through. The sad truth though, is that 99.9% of the CVs are not useful to you. I am yet to figure out the reason Nigerians apply for jobs they blatantly do not qualify for – perhaps they take the 'unmerited favour' prayer too literally...

The small pool that meet the requirement mostly do so on paper and not at interviews. We are in the age where there are myriads of resume templates along the lines of job roles for easy adaptation that you cannot be 100% certain that candidates have actually done anything relating to the fantastic achievements they have listed on their resume.

And there are those who have mastered the art of acing interviews even if it is for an astronaut's role. After all, this is the Google

age and the world wide web is replete with resources to prepare candidates for any interview.

What Now?:

The effect of the above is that employers end up with misfits and the question becomes: Do we fire and then start the hiring process again? We all know this is costly for the business and this is why we must get the talent buying process right.

Like I said in the group, the solution to the headache associated with finding the right talent is beyond creating a LinkedIn for Nigeria. Rather, it is making sure you have a proven and efficient talent buying process in place.

This is the point where we begin to look at how to attract the right candidates, sift through applications, test for fit (not just for technical match, but soft skills as well), monitor candidates' progress in the selection process, onboard and induct, etc. Finally, in my experience dealing with clients who are mainly SMEs, finding the right talent also includes keeping the right talents which in turn covers how to adequately reward them (and by this, I mean not just financially), motivate them, keep them engaged and not lose them to competition. These are some of the things we will be looking at.

For comments, questions and more, please email me at askhrmadam@peoplefirstmagazine.org