

Ex-servicemen enter hiring ring

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INDIA Inc is in a Catch-22 situation. The financial turmoil is forcing them to scale down hiring. But with pressures to complete projects mounting, companies are pressed to hire people who can deliver without charging as much as an experienced hand would demand.

Defence personnel, who have retired after leading disciplined lives for years during their commission with the armed forces, are the right candidates for such times, says a cross-section of HR firms.

"You need discipline, integrity, leadership skills to make big projects a reality. Ex-servicemen are the right mix for such times as they can meet deadlines, are better in critical assessment and organisational tasks," says D'Oneil Vaz, CEO of Blue Sky HR, a Mumbai-based firm that typically recruits across all sectors, including retail, banking and IT.

With the same objective, the Directorate of Resettlement, under the ministry of defence (MoD), has started a short duration training programme for ex-servicemen to make them compatible with the needs of the corporate world.



GUNNING FOR NEW OPPORTUNITIES

- **HR firms** are of the view that defence personnel are the most suited for many corporate jobs due to their sense of discipline and leadership skills
- **Sensing the urgency**, the government has introduced a short-duration training programme to make them compatible with the needs of the corporate world
- **Their way of communicating with team members** is also a big pull factor with corporates which are reeling under the impact of the economic carnage

"They have a unique advantage that many employees lack," says Dr MC Agrawal, chairman of executive education programme at Narsee Monjee Institute of Management Studies, which has tied up with the MoD. "They are more honest towards their

team, more disciplined, open (to ideas) and also have a better style of communicating with their team members," he adds.

During the past two years since the six-month course started at NMIMS, a number of blue-chip companies such as L&T, Citigroup, ICICI Bank, Satyam Technologies, Bajaj Auto and RIL have hired such defence personnel, Mr Agrawal says, adding that the placements for the current batch are scheduled for November 14.

The demand for top talent has never ever been so greater. All corporates seek credible, experienced leaders with the vision to excel skills to design winning strategies, motivate retention, and optimum efficiency to grow. It is a situation where these defence officers have contributed successfully in their organisation and surely are going to continue in the organisation they are going to join, says faculty and corporate lawyer Nadirshaw Dhondy.

Colonel Nevil Malao, who served in the defence forces for more than two decades, says whatever they have done during their service, they will do it in corporate, but the only difference is they have to learn terminology of boardroom.

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