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Alleged Author: hcm observer

Chuckle, chuckle. hcm idealist waxed eloquently about the power shortage and talent shortage. Are they the same? Not quite. The power problem was transmission, rather than resources. A relatively few companies hold the responsibility for massive markets.

Talent shortages are a bit different. We can't move people around quite as easily as we can transfer power. And, instead of just a few companies being involved, the talent management responsibility rests with the executives of many companies. When the talent blackout hits us, the accountability will be more widespread...and you can be sure thousands of executives will point their fingers at "the other guy." Sorry, folks, you won't be able to blame your lack of preparedness and inadequate resources on a lightning strike. The storm is already brewing, as Roger Herman has warned.

Using a weather analogy, tornados form suddenly, do their damage, then disappear. Like a short-term power outage. The talent shortage is more like a hurricane. We can see it coming on the radar, we can see the impact, the damage risk is more widespread. If you knew a major hurricane was headed your way, would you take action?