

Thought transfer

with
Oliver Chadwick



Managing tech talent – hiring and retaining great IT people

If and when the job market opens up in 2010, you can be assured that senior technology managers will be concerned about retaining talent. That's why, this month, I'd like to introduce a very different two-factor system than usual – Fredrick Herzberg's.

He researched and identified two main factors:

1. Those that motivated individuals in the workplace. These factors give employees an incentive to work, increasing the job satisfaction of the employee and further increasing their efficiency.
2. Those that prevented job dissatisfaction. These do not make the employees happy, or have job satisfaction: it just removes the unhappiness out of working. These are often referred to as hygiene factors.

We asked our own technical team at Vision Critical the question: "What makes you get up in the morning?" Their individual responses provide an insight into the key drivers that influence technical people today.

Loyalty

At grass roots level, the business functions because of the strength we have between different areas of the business and different members of the team. There is a tangible loyalty that we all share at Vision Critical.

Feeling valued

Knowing that I am in a company that values my skills and abilities. I also thrive and enjoy working in the strong team-orientated environment Vision Critical has cultivated, both in terms of working with my superiors and supporting those underneath me. I enjoy the challenges that each day brings and helping the company meet the challenges of new demands.

Pride

This is a company where every individual can, and does, make a difference. There is individual and collective pride in our delivery and services across the board. With this in common and company attitudes and objectives, the team strength, delivery turnover and quality is consistently exceptional.

Making a difference

It's always nice to work for a business in a niche market that is really making a difference to a crucial industry. This together with working within an extremely talented and enthusiastic team dedicated to the success of the business is the reason I get up in the morning.

Variety

No two days are the same here at Vision Critical. That's what makes it exciting and challenging in the same breath. There are always new developments to get creative with and existing projects to support and develop. Keeping on top of such a fast reacting and growing business is my main challenge and one that means there's no chance of a gentle start to my mornings!

Workloads will rise, as businesses move forward with projects previously put on hold. Preventing burnout and keeping the best people engaged at work will be vital to retaining key talent and valuable knowledge within the business.

**Oliver Chadwick, CEO, Vision Critical,
tel: +44 (0) 1252 728184, e-mail: o.chadwick@visioncritical.co.uk**