



because of the empowerment, position and compensation they would expect from SMEs apart from the personal difference and contributions they can make. It must be noted that large companies provide limited space to professionals. Further, when such individuals do join, their acceptance from the existing team is not very forthcoming.

The Enablement efforts by Bluesky and our experience thus far

Bluesky has been working with the SMEs for sometime now. It helps empower these enterprises to realize their ambitions for which installing the right team composition becomes critical. Over the 35 clients we work with, one of the most critical of dimensions is to identify the skill shortages that will be of critical importance to these enterprises. Often SMEs themselves are unaware of the specific skills that are needed. From our experience, this is also because limited entrepreneurs have worked with established professional set-ups prior to promoting their own enterprises. Addressing such skill shortages is one part of the challenge and apart from identifying

skill shortages; equal importance is given to role definition, competency development, brand building, vision sharing apart from handholding, and mentoring of these professionals once they join. Each individual needs to be handpicked carefully for which a talent acquisition team researches on what the ideal candidate fit would be. The culture of the company needs to be borne in mind while addressing the talent needs.

Bluesky helps in examining the proposed business growth, the

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organization structure and evaluating the type of skill sets that would be essential from a short term and long term perspective. Thereafter the focus is on building the team. We also mentor the promoters and the management team on making the system more professional. Often the last aspect becomes a critical element as thoroughbred professionals are not acclimatized to a micro-management approach.

Once the core team and the managerial structure is addressed, the rest of the team structure becomes relatively easier as these individuals, if reasonably accomplished, have the gravitas to attract good professionals in their teams through their networks and their personal credibility.

Training and Skill Enhancement

As enterprises metamorphose, there needs to be a systematic check of the skill-sets they possess and how competent and equipped they are to take on the task of pursuing the next wave. Often most SMEs neglect this aspect and take internal capabilities for granted resulting in frustration and disenchantment. Continuous training, development and skill enhancement need to be equally addressed with the focus being on exposure and creating a learning platform for people. Enterprises should have systematic mechanisms to raise the levels of skill through a combination of performance measures, and training and development – an area where Bluesky specialises.

SMEs in India continue to sweat it out in addressing their inherent skill shortages. The remedy lies in a combination of a change of outlook, readiness to empower, identifying gaps and paying the right compensation. As SMEs become more professional by strengthening their internal systems coupled with professionals desiring roles with qualitative challenges vs. mere brand labels, one can hope that the difficulties of skill shortage in SMEs, the backbone of India, will systematically reduce. ■

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