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### Headline: Globe-trekking Talent

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**BULLETIN**  
**Globe-trekking talent**  
By Xie Li Lee

Singapore – Talent acquisition is getting critical as employees are choosing to be free agents and work for themselves instead.

The nature of employment has changed with people no longer focused on being with the company for their entire life, according to Lance Richards, senior director and global practice leader, human resource consulting, Kelly Outsourcing & Consulting Group.

He says, "The war for talent is already over. Talent won because they only want to work for themselves now. They are only interested in the company for a couple of years and then leave after for a new implementation. Or the company may only want them for a couple of years and release them after."

And the migration of these free agents follows a few paths such as going where the jobs are, following their hearts on their needs and desires or simply following the dollar. Richards says, "It applies for everyone, not just senior executives but people who are packing up on their own and saying 'I choose to work where I want.'"

This creates a supply and demand issue as companies are left scrambling for skilled qualified talent that gets harder and harder to find. It becomes vital for HR to implement good HR retention policies after acquiring talent. Richards suggests, "Companies must provide a good working environment, both hard and soft parts of it. Pay them fairly according to the market wages, provide challenges and always keep your talent happy because they are your real assets."

And as more companies go on the global route, the need for HR professionals to validate their worth to the business increases. Having a local HR accreditation is no longer sufficient for HR practitioners intending to cross borders. Richards says, "Especially in a multinational corporation, having a certificate demonstrate that you are up to speed with industry practices and HR trends. It also shows your commitment because you have to retain your certification to maintain currency in the current profession."

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