

The 'Entrepreneurial Mindset'



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Entrepreneurial mindset is a way of thinking that enables you to overcome challenges, be decisive, and accept responsibility for your outcomes. It is a set of skills that enable people to identify and make the most of opportunities, overcome, and succeed in a variety of settings. It is a constant need to learn from your mistakes and take continuous action on your ideas. Anyone willing to do the work can develop an entrepreneurial mindset. An entrepreneurial mindset can be enhanced through entrepreneurial experiences. And to cultivate the entrepreneurial mindset, we must create entrepreneurial learning experiences within classrooms, organizations, and communities.

An entrepreneurial mindset tends to influence their own outcomes, empowering them to take ownership of their lives, have compelling goals that keep them future-focused and intrinsically motivated, driving them to be self-directed, action-oriented, and highly engaged. They have an optimistic interpretation of adverse events and see problems as potential opportunities, becoming highly resilient, resourceful, and solution-oriented even within highly uncertain, resource constrained environments. It is basic psychology that the more that you put yourself in challenging situations, the more you will find that you not only equip yourself with the skills to handle those very challenges but also the confidence of knowing that you were able to succeed.

Starting up your own business and running your own company may be the most exciting, rewarding, positive thing you'll ever do. It may also be full of challenges, self-doubt, and worries. Learning how to embrace the entrepreneurial mindset and cultivate key skills linked to success will help you build a thriving business.

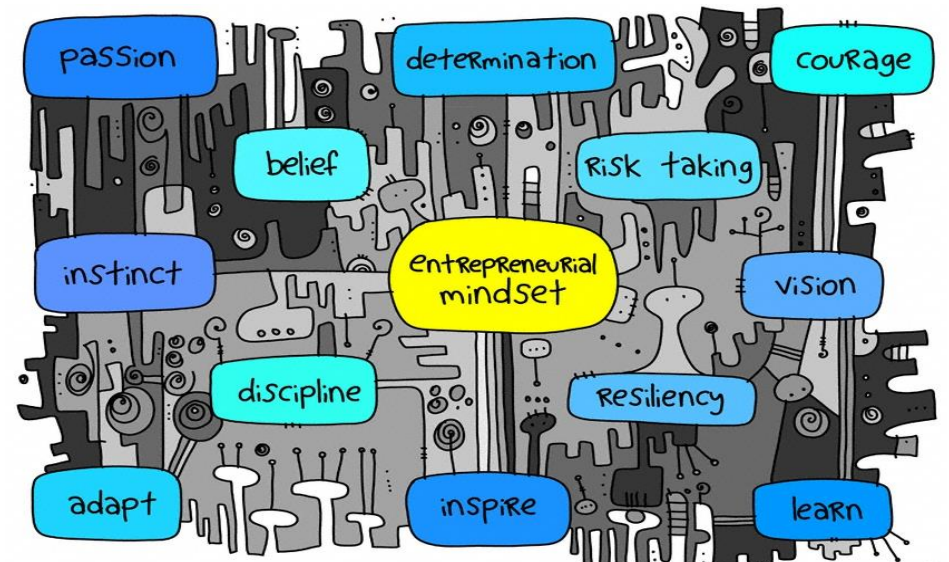
As an entrepreneur, you will need to learn to deal with making mistakes and failing. They are inevitable and a part of your growth. The key to learning from failure is to learn and embrace your mistakes so they make you better, not break you. Success rarely happens in a straight line. Taking wrong turns and making mistakes is something that happens to everyone. "How can I actively correct this?" By exploring your reaction and response to a perceived problem, you'll soon learn to cultivate a positive approach to change. One of the easiest ways to cultivate a positive attitude is to focus on the things you can control. Resilience isn't only helpful when dealing with catastrophic mistakes. It's a way to handle the small, simple decisions you've made that didn't turn out right.

Much of the entrepreneurial mindset involves a steadfast commitment to a very narrow vision. This drive allows entrepreneurs to carry out the necessary steps to accomplish that vision. That's why it's so important to try to set aside a specific time every single day to focus upon your vision and your goals -- to bring your vision to the forefront. Even 10 minutes can be enough to create the energy needed to refocus your efforts and propel you to work a little harder the next day. The key, however, is to make this commitment concrete. Over time, it will become a habit.

As an entrepreneur, you must gain the ability to look at a problem or situation, digest all available data, and make a confident decision to move forward. Your ability as a decision-maker will make or break your future successes. At the opposite end, indecision is one of the greatest causes of business failure.

Think of innovation and take risks!

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Talent Acquisition is Strategic or Operational?

The Missing Links and Way Forward



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The times have come where we need to give "Talent acquisition" domain a strategic cadre within the organization under a broader umbrella of "Talent Management" which involves "Succession Planning as well".

However, this article emphasises more on gearing strategic direction with Talent Acquisition. It is more than selecting a candidate from a pool of interviewees or a pile of unsolicited resumes. Talent acquisition is the process of seeking out the most qualified individuals, assessing their skills, determining where they would best fit in your organization, and ultimately convincing them to join your company. Talent Acquisition provides strategic direction specially in Academic sector to have the right fit of the Faculty and Corporate Office team as per Organization's Aura.

Strategy for TA is the key, developing a talent acquisition strategy is complicated but effective. We need to review organization's culture, industry, location, business needs, and readily available talent. Strategy in workforce planning involves making sure our organization has the right people in the right place at the right time. Workforce planning can be done by setting a strategic plan, analyzing your current workforce profile, developing an action plan, implementing the action plan, and monitoring, evaluating, and revising your plan as needed.

However, the missing link remains when we do not collaborate within the organization for Talent Acquisition and work in Silos. Collaborating With Multiple Departments is for 'leveraging ideas', collecting input from across your organization is vital because effective talent acquisition can never occur in a vacuum. For example, Human Resource Department can function and contribute effectively by producing more engaging, focused print and digital recruiting materials that clarify your 'brand', increase market awareness, and attract more candidates. These days companies use these techniques as Hybrid Branding techniques to lift the "Brand Image" and "Brand Equity" in the eyes of the customer",

Talent Acquisition Strategy will always shape the the future of human capital. The things these days which matter the most is the workforce we employ. Companies are only good as their people. Tacquisition strategy should be central to our business strategy and growth. The success of that talent acquisition strategy will determine the success of our business's growth and be the determining factor in what our workforce looks like.

Last but not the least, even if we may get successful in bringing exact mix of human capital desired with right strategy, we need to "Trust, Delegate and Empower" those individuals to make a tangible change. Otherwise, all efforts and strategy will bear no fruits and "Employee Attrition" will become the biggest challenge and cost to the Organization"

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