



In today's uncertain market, affected by financial volatility and emerging economies driving demand, e.g. China, India and the Middle East, business executives are facing the most challenging conditions of the past decade.

Of these challenges, that of human capital management is the most difficult.

By 2045 the retirement of baby boomers in Australia will result in a population of 30% being over 65 years of age, compared to just 12% in 2001.

The Australian resource sector industry alone predicts a requirement of 20,000 new engineers being required each year compared to only 6000 graduating.

Most major companies engaged in servicing the global resource, energy and infrastructure sectors during the past two to three years have faced great difficulty in sourcing sufficient and appropriate specialist staff.

As a consequence, many engineering, consulting, construction, contracting and maintenance organisations have sometimes had to settle for second or even third tier quality candidates just to ensure that projects were completed on time and operations continued productively.

As the global financial crisis has caused project investment financing to dry up or be delayed, many companies have now taken this opportunity to realign their teams and release some of those second and third tier candidates.

Business Leaders are now left with the question: **With these changed economic conditions requiring different skill sets and management capability to survive, is my existing team the very best in the industry?**

Now is certainly the time to find out.

Case Study One

AAAI client engaged in the mining industry had experienced “**the global war on talent**” with their own staff under threat of competitive poaching from external recruiters. They now wished to ensure that their team realignment was best suited to cope with the current market conditions and thus engaged AAAI to undertake a **Talent Insights** assignment.

The **Talent Insights** suite of services includes:

- Executive Succession Planning (ESP)
- Executive Leadership Profiling (ELP)
- Market Sector Mapping (MSM)
- Talent Acquisition Activity (TAA)
- Project Team Planning (PTP)

These human capital solutions allow our clients to benchmark talent in the external market as part of their succession plans for key roles; to profile business executives in target companies being considered for merger and/or acquisition activity; to identify and pipeline external talent pools for acquisition in roles that are supply constrained; to gain vital business intelligence regarding competitors' activities.

In this case, the client requested AAAI to undertake an Executive Succession Planning (ESP) assignment to benchmark their key tier one executives against their principal competitors. This assignment was completed in three months with the client owning the intellectual property that

included detailed analysis of the current market place for their sector, plus in depth profiling of all their competitors' executive teams (biographies, achievements, relationships with clients, consultants and contractors, remuneration packages, industry reputation and standing).

The client considered the business intelligence service that AAAI provided as being: “priceless”.

Case Study Two

AAAI client, a leader in the Civil Infrastructure market sector (roads, rail, bridges, tunnels, and water utilities) used **Talent Insights** to provide a Market Sector Map for one key specialist technical role.

Within one month AAAI provided a complete overview of the market sector and every single individual currently employed in that particular position. The individual profiles contained biographies, remuneration packages and career aspirations.

This vital information allowed the client to establish an appropriate hiring strategy to fill the role.

AAAI Talent Insights strategy is to ally ourselves with a very limited number of select clients in each of our market sectors, acting as their exclusive business intelligence consultancy and executive search Alliance Partner. **In turn we undertake to not provide this business intelligence to our Alliance Partner's competitors** and, to represent our Alliance Partner in all our market place communications with candidates and potential business executives as our Employer of Choice.

Gordon Hayes, Chairman AAAI Group - Mbl: 0414 316 262