



Financial Services Commission
Mauritius

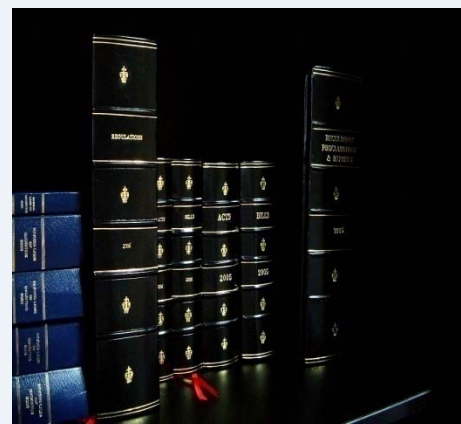
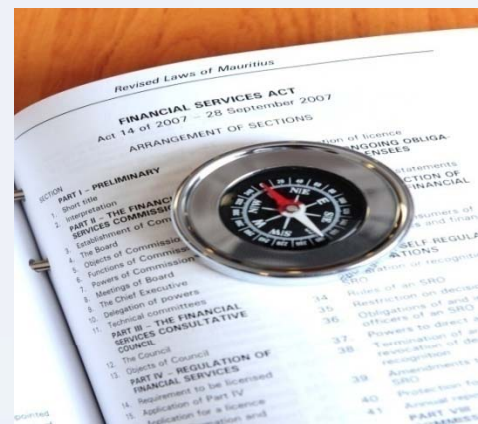
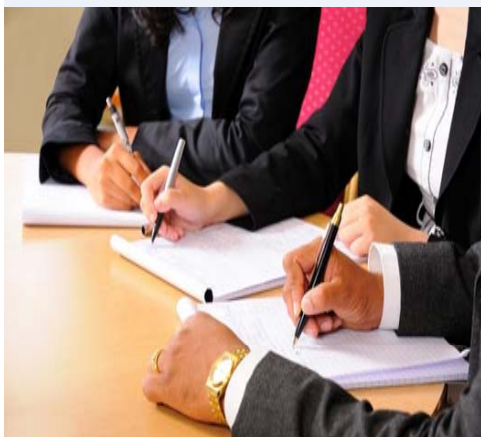


Practicum Orientation Session

University of Mauritius

Expectations of Employers at the Workplace

PRESENTED BY: Clairette Ah-Hen
Chief Executive
Date: 11 June 2012





Expectations of Employers

1. Expectations
2. Competencies
3. Credit
4. Potential
5. Fit



Expectations

- Right person
- Right job
- Right place
- **Right....**

Employer

- Harness Unique skills and talents
- Ability to recruit, train, develop, and retain workers who can rise to leadership positions
- Competitive environments
- Little expectation of younger generation remaining with one company for life

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OUTSTANDING => RAINMAKER

- | | | |
|--------------------------------|------------------------------|-------------------------|
| •Adaptability | •General Job skills | •Quality |
| •Analytical skills | •Giving & Receiving Feedback | •Relationship-Building |
| •Appearance | •Improvement | •Resourcefulness |
| •Aptitude | •Independence / Autonomy | •Supervision |
| •Attendance and punctuality | •Initiative | •Teamwork |
| •Attitude | •Innovation | •Technical Abilities |
| •Behaviour | •Interpersonal Skills | •Thoroughness |
| •Business Ethics | •Job knowledge | •Time Management |
| •Communication - Oral, written | •Judgment | •Trainability |
| •Conflict Management | •Leadership | • |
| •Cost-consciousness | •Motivation | •Unique |
| •Creativity | •Multi-tasking | •U |
| •Customer Focus | •Organisation | •Volunteer |
| •Decision-making | •Personal Attributes | •Vitalise |
| •Delegation | •Persuasiveness | •Well-informed |
| •Dependability | •Planning | •Wonderful |
| •Financial Management | •Potential for advancement | •X... |
| •Fit within organisation | •Prioritizing | •X... |
| •Flexibility | •Problem-solving | •Yield (better results) |
| •Follow-Through | •Productivity | • |
| • | •Professionalism | •Z... |



Competencies

- Qualifications
 - What gets you through the door
- Skills
 - Not just a piece of paper
 - Implementation of knowledge
 - Make good use of knowledge
 - Writing and speaking skills
 - Vocabulary / Grammar
- Attitude
 - Open to new experience
 - Ready to learn
 - Smile



Credit

- Proud to have you on the team
 - Trustworthy
 - Reliable
 - Competent
- Values / Ethics / Conduct
 - Working with one another
 - Acting with professional integrity
 - Maintaining objectivity
 - Respecting intellectual capital



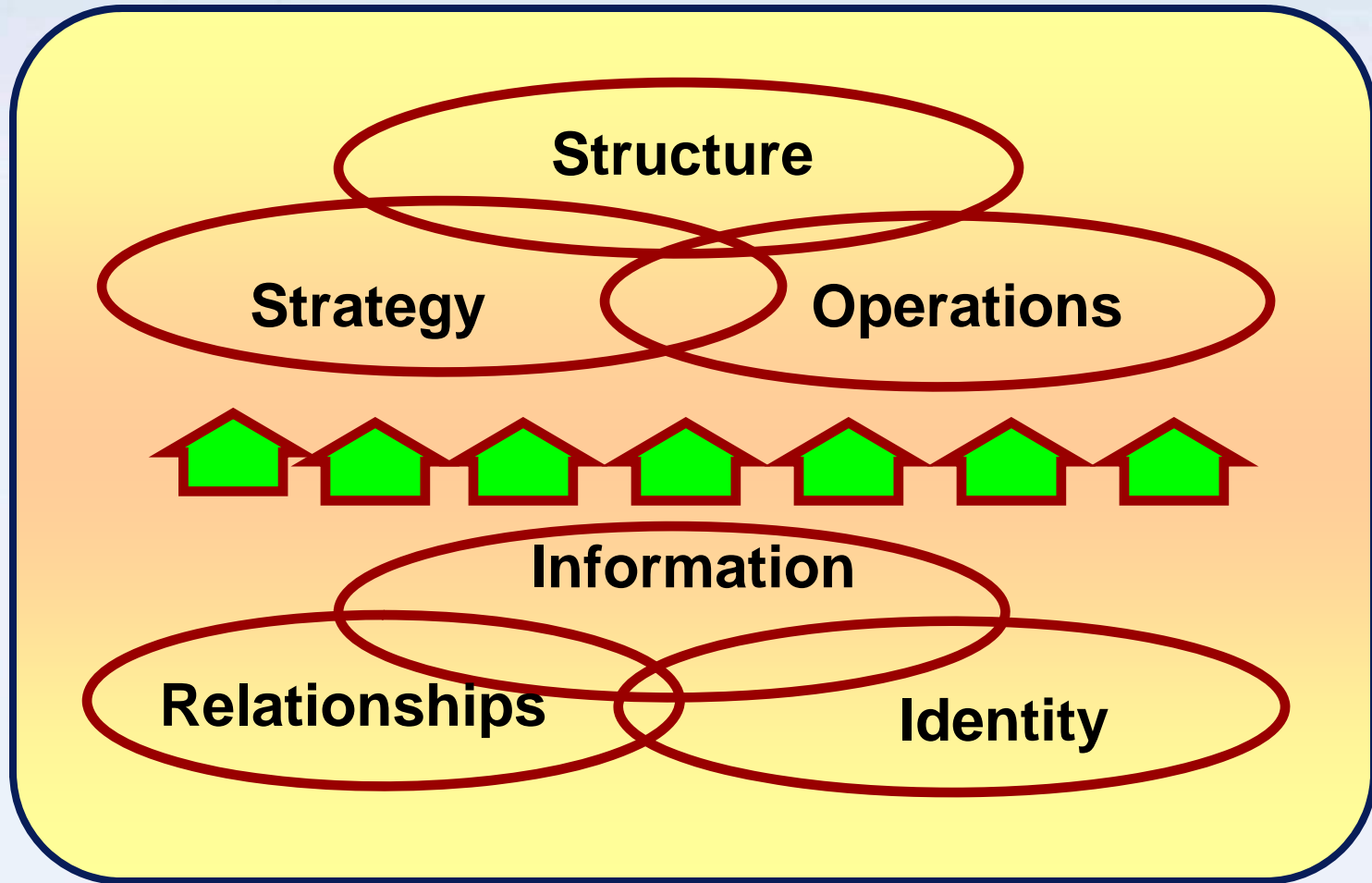
Potential

- Personal
 - Open to new experience
- Social
 - Colleagues
 - Good to have around
- Shy but diligent and hard working
- Smile but no giggles
- Present well
 - Dress code
 - Hair style
 - Smell / Perfume (or None) !



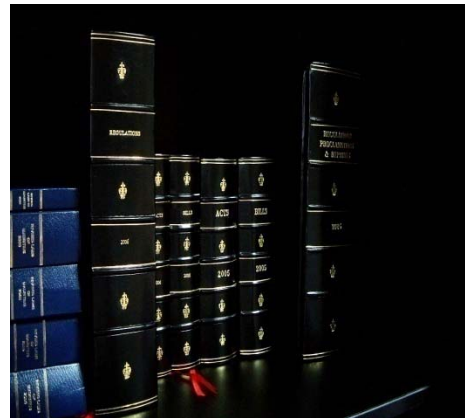
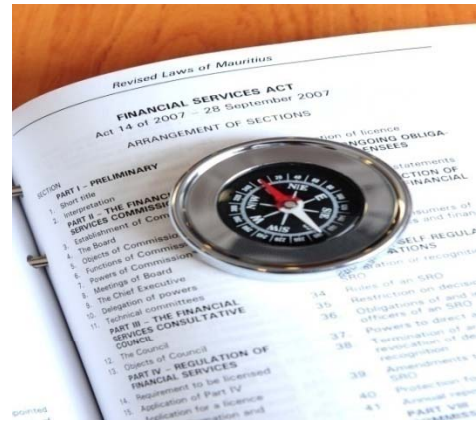
Fit

- Position / Role
- What the organisation stands for
 - Knowledge
 - Listening
 - Integrity = Confidence / Trust
- Examples
 - Regulator
 - Lawyers
 - Advertising
 - Accountants



The Six Circle Lens

originally developed by Margaret Wheatley and later modified by Tim Dalmau.



THANK YOU
FOR YOUR KIND ATTENTION



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