

IIA Singapore President, Ms Tan Boon Yen shared her views on “How does your organisation ensure it gets its share of top talent?”, which was published in The Business Times on 30 April 2018.

“People is the asset that differentiates an organisation from its competitors. In an increasingly competitive environment, Chief Audit Executives (CAEs) must make talent management a strategic priority. This involves assessing the existing competencies to identify and address talent gaps.

To retain the best talent and lay the foundation for succession planning, it is important to foster a culture of continuous learning and development. Where specialised or specific skills are not available internally, CAEs can fill the gaps with outsourced or co-sourced arrangements. What propels and sustains a successful organisation is its diverse team of talented and motivated employees. The presence of a competitive compensation and benefits package, conducive work environment and opportunities for growth are key motivators to attract and retain talent. Success is increasingly dependent on creating an agile internal audit function that is responsive to changing demands.”