

"DO ORGANISATIONS NEED CFOS?"

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While discussing about my plans of actively contributing to the industry this time, with the ED of an American MNC (personal friend), I enquired about the biggest organisational challenge that the corporate world is facing today. The response was on expected lines: "To acquire, nurture and retain the talent in the market".

Has it got anything to do with the failure of the leadership in the organisation? Should we blame it on Rio as usual? The answer is No. It is not about failure but about the vacuum in the organisational structure. Let me try and explain!!

Considering that high attrition is the biggest challenge of the century, the HR managers are finding it tough to retain the worthy employees. There are known factors like dissatisfied salary, unsuitability, aggressive targets, expectations, boredom, etc responsible for this often discussed subject in the organisations. So I will not spend any time further here.

What perhaps amused me during the discussions was the thought of the much needed position of a CFO in each organisation. Mind you, not the Chief Finance Officer as you might have perceived looking at the theme. Who else then?

I am flagging to the corporate world, especially the young organisations and start-ups - the need of a Chief Fun Officer (CFO) in their organisation chart, not necessarily strictly in the CXO hierarchy (though ideally he/she deserves so!).

I am proposing this role as a caretaker of the mental wellness of the people in the organisation. A person who is capable of creating an environment, brimming with positive energy - 'Mojo', at the work place (indoor as well as outdoor), through various time tested tools of bringing belongingness so that the people not only feel joyous in the organisation but remain deeply connected, rather deeply rooted.

A person who is magician enough to generate a strong feeling that it is not just a job but a way of life. They grow along with the organisation and find it extremely difficult to disassociate themselves from such a rich organisational culture. A person who not only becomes the pride of the organisation but creates a niche and is highly wanted in the neighbourhood. A person who proves himself as a phenomenon (The Pide Piper) rather than a person - who greatly reduces the burden of all leadership positions, especially CEOs by simply helping people in their inward journey.

Is this feasible? Whether such a phenomenon is needed by the millennial? I strongly believe that they do because of the fun being at premium. What's your take my all dear friends?

