

RH con la Misión Mundial

HR Is The World's Talent Manager

By Dr. Anna Tavls

GLOBALIZATION is a daily workplace phenomenon whether you are a global organization or a local shop: you are sourcing product and talent everywhere.

If before we focused on globalized businesses (M&As) and became fairly sophisticated about it (Matrix/transnational org) we are now globalizing talent (Globalization 3.0).

HR: What is the role of HR in the fast globalizing world? It is about who we are and who we need to be to be successful.

GLOBALIZING BUSINESS (2.0) VS. GLOBALIZING TALENT (3.0)

1990s
Globalization 1.0
selling overseas

2000
Globalization 2.0
working overseas

2010
Globalization 3.0
global is coming to the business near you

MATURITY MODEL:

Like most other workplace trends, "Globalization" has gone through various maturity stages in the span of the last three decades. Those change cycles are accelerating.

GLOBALIZATION 1.0 was about *post-cold war world*, figuring out the new identity. In the workplace it was still an expatriate era.

GLOBALIZATION 2.0 was *capitalism in the world of dominant "mature economies" and "developing nations."*

GLOBALIZATION 3.0 is about the *ubiquitous consumerism, a world that is flattening differences and personalizing at the same time.*

GLOBAL PARADOXES

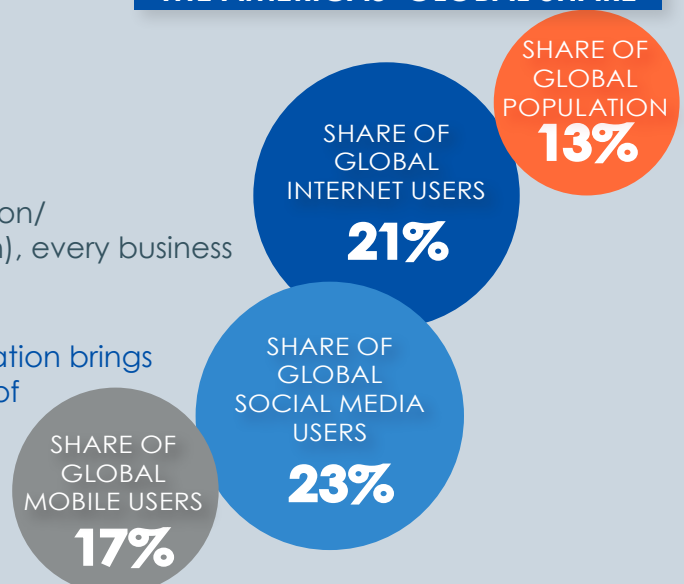
(explore solutions, share insights)

The World is Flat and yet It is More Diverse and more Differentiated/Personalized

FLAT: Social Media Expansion/Global Talent Migration/ Interconnectedness of Financial Markets (2008 crash), every business is global now etc.

PERSONALIZED and DIFFERENTIATED: Consumerization brings about differentiations and personalization unheard of before (the old cultural stereotypes transform into consumer preferences) we are learning anew how to communicate with each other again.

THE AMERICAS' GLOBAL SHARE



Data compiled by www.wearesocial.sg

GLOBAL PARADOXES

It is no longer our cultural identity but our purchasing habits and choices that matter.

It is not about what we can produce but what we want to buy. Our social behavior is shaped by our consumer habits. A whole generation of consumers are coming into the workplace and will be working for us.

Center of gravity is moving from the “developed nations” to the “developing world” as their consumer power is increasing.

Where is the Talent to service the shift?
Shifting Talent Economics

Global Talent 2021

How the new geography of talent will transform human resource strategies



(Global Talent 2021 Study, Tower Watson + Oxford Economics)

The Supply and Demand of Talent is shifting. If now, the oversupply of skill is in the developed world; the developing world is catching up and investing into developing the local talent.

By 2020 and especially by 2050, the shortage of talent will occur in the developed nations and oversupply in the developing world.

In the US we have already begun experiencing that shift occurring within the IT, and Banking Operational, Nursing sectors and functions, for example. Those professions in the US are occupied predominantly by the emerging Talent from the developing nations.

LEARNING AND DEVELOPING OF GLOBAL MINDSET

What is the development path for HR professionals who want to globalize their skills, develop new competencies, excel in assisting the business to deliver global results

A helpful framework that represents Global Mindset to be the cornerstone of Global Success, has been developed by Najafi Global Mindset Institute and broadly applied to developing truly global professionals, including HR



GLOBAL MINDSET

Global Mindset Inventory - Thunderbird.edu

GLOBAL INTELLECTUAL CAPITAL

Global Business Savvy

Cosmopolitan Outlook

Cognitive Complexity

GLOBAL PSYCHOLOGICAL CAPITAL

Passion for Diversity

Quest for Adventure

Self-Assurance

GLOBAL SOCIAL CAPITAL

Intercultural Empathy

Interpersonal Impact

Diplomacy

IT IS PRACTICE, PRACTICE,
PRACTICE

HR is a global
practice

©Anna Tavis 2014

Dr. Anna Tavis

has spent her career transforming HR by globalizing mindsets.

She is a senior Organizational Consultant and Executive Coach with extensive practice, making a global impact the fast-moving talent space of the technology and finance sectors. Anna has held senior positions at Motorola, Nokia, United Technologies and AIG. She has managed teams in Europe, the Middle East, Africa and Eurasia and she also has lived and worked as an Expat on three international assignments.

Anna is an influential member of the graduate faculty at New York University, educating and developing future HR leaders from around the world in her Global Talent and Global HR courses.

Born in St. Petersburg, Russia, Anna received her education in the UK, Germany and the US. She holds a Doctorate from Princeton University and an MBA from the University of South Carolina. She speaks English, Russian, German, Spanish.

She is also on the Board of HRPS (SHRM affiliate), a member of the Brain Trust at NeuroLeadership Institute, and Executive Editor of People and Strategy Journal.

For more thought leadership on Global HR, visit: www.annatavis.com or follow her on Twitter: @annatavis

