



Talent Management International: The Keys to Global Success

Seven Keys to Global Talent Management Success

1. Determine readiness.
2. Establish measurable goals.
3. Secure sponsorships.
4. Assign local resources.
5. Develop strategic plan.
6. Adopt phased approach.
7. Define support.

“The dynamic force in Globalization 3.0 is the new found power for individuals to collaborate and compete globally.”

—**Thomas Friedman**,
The World is Flat,
A Brief History of the 21st Century

Global companies design products in Bangalore. Manufacture in Guangzhou. Distribute through Long Beach. Processes are seamless, instantaneous, and 24x7. At every stage, talent is crucial. Success depends on managing your talent supply and demand across multiple borders and time zones.

What’s your global talent strategy? Looking to India and China to solve a talent shortage? Opening a new Eastern European factory? Recruiting for global subsidiaries? Your business is leading you offshore. But what are the keys to global talent management success?

Global solution for recruiters, managers, and candidates.
On demand. 24x7. Anytime, anywhere.

1. Determine organizational readiness.

This exercise helps build your path to success. Survey results and live interactions give your project team a clear picture of each region’s readiness to adopt new processes, practices, and technology. Your project team also meets key sponsors and stakeholders who are critical to success.

2. Establish measurable business goals and objectives.

Defining key business goals is critical at the local and headquarters levels. Measurable goals enable your team to agree on project scope, monitor progress, and measure success. Create tangible goals at key milestones. This enables your team to build on each success step by step.

3. Secure regional sponsorship and engage stakeholders.

Securing executive sponsorship helps reinforce corporate vision and creates unity across cultural lines. Regional executives can set the standard for local success, possess the authority to allocate resources, remove obstacles, drive key decisions, and demonstrate a commitment to project success.

Global Foundation for International Talent Management Delivery

International talent management delivery—online and on demand—requires a global foundation with:

- Global Reach
- Local Flexibility
- Data Privacy and Compliance
- Reporting and Analytics
- Security, Scalability, and Reliability
- Services and Support
- User Communities

Talent Drives Performance Around the World

With our 100% implementation success, 97% customer satisfaction, and 99.9% uptime, Taleo is the proven global on demand leader. And our software as a service approach makes us 100% accountable to deliver success.

Learn More Today

Explore global best practices. Read these Taleo white papers:

- *Managing Global Deployments*
- *Global 500 Web Site Recruiting*

Visit www.taleo.com or call Taleo today.



Talent Drives Performance

CONTACT

www.taleo.com – info@taleo.com
1.888.836.3669 – U.S.
1.888.922.5665 – International
1.888.561.5665 – Customer Service

4. Assign strategic local project resources.

In determining regional resources, you should get participation of subject matter experts in each area. Local experts can share deep knowledge of local business processes, relationships with external and internal candidates, and expectations of hiring managers.

5. Develop a strategic implementation plan.

Build a plan that defines project goals, develops a strategy for achievement, explains how the solution supports the strategy, and ensures value for the users. Describe activities and owners for key project initiatives including process design, change management, content development, training, network assessment, legal review, and data privacy, website navigation, integration, and reporting.

6. Consider a phased implementation approach.

Based on experience with international organizations, a phased approach to global platform deployment is often the most sensible. Big bang implementations require a large amount of resources and significant coordination for success. A phased approach can provide immediate cost and productivity savings while testing and refining the solution to improve future stages of the project.

7. Define user support structure and ongoing knowledge exchange.

The proper setup of a global support structure is important for continued success. A lack of focus on internal support usually leads to disappointing user adoption. Effective support boosts user confidence and helps your organization identify issues and opportunities faster. A global support structure must deal with time zones, languages, cultural differences, and availability of resources.

Taleo Delivers the Proven Global Solution

People are the difference. Talent is the strategy. That's why leading organizations choose Taleo solutions and services to power their processes and drive performance. We've got the proven on demand technology and experts to meet your global challenges—from multilingual career sites to complex international talent strategies.

Global enterprises must manage their talent across multiple geographies, lines of business, hire types, and processes like assessment, acquisition, development, and alignment. Taleo has simplified this complexity for many of the largest global enterprises worldwide.

For more details on how Taleo delivers international talent management on demand, contact your Taleo representative today.

ABOUT TALEO

Leading organizations worldwide use Taleo on demand talent management solutions to assess, acquire, develop, and align their workforce for improved business performance.

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