

Accessing Global Talent - embracing the new era.

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Global Employer Services Turn It Up

Deloitte.



The Challenge

Delivering growth amidst continuing uncertainty

The Business landscape is in flux



- Shifting consumer behaviours
- Disrupted global supply chains
- Accelerating digital transformation
- Purpose: Doing well while doing good

Leading to changing priorities:

- **Grow by being ambidextrous:** protect their core (existing products and markets) + incubate for the future (new products, new markets)
- **Include digital** as part of strategy
- Bring their **purpose to life**
- Track and **communicate the value** of these changes

This requires the retention of core skills and the sourcing / development of new skills in current and new locations

BUT...

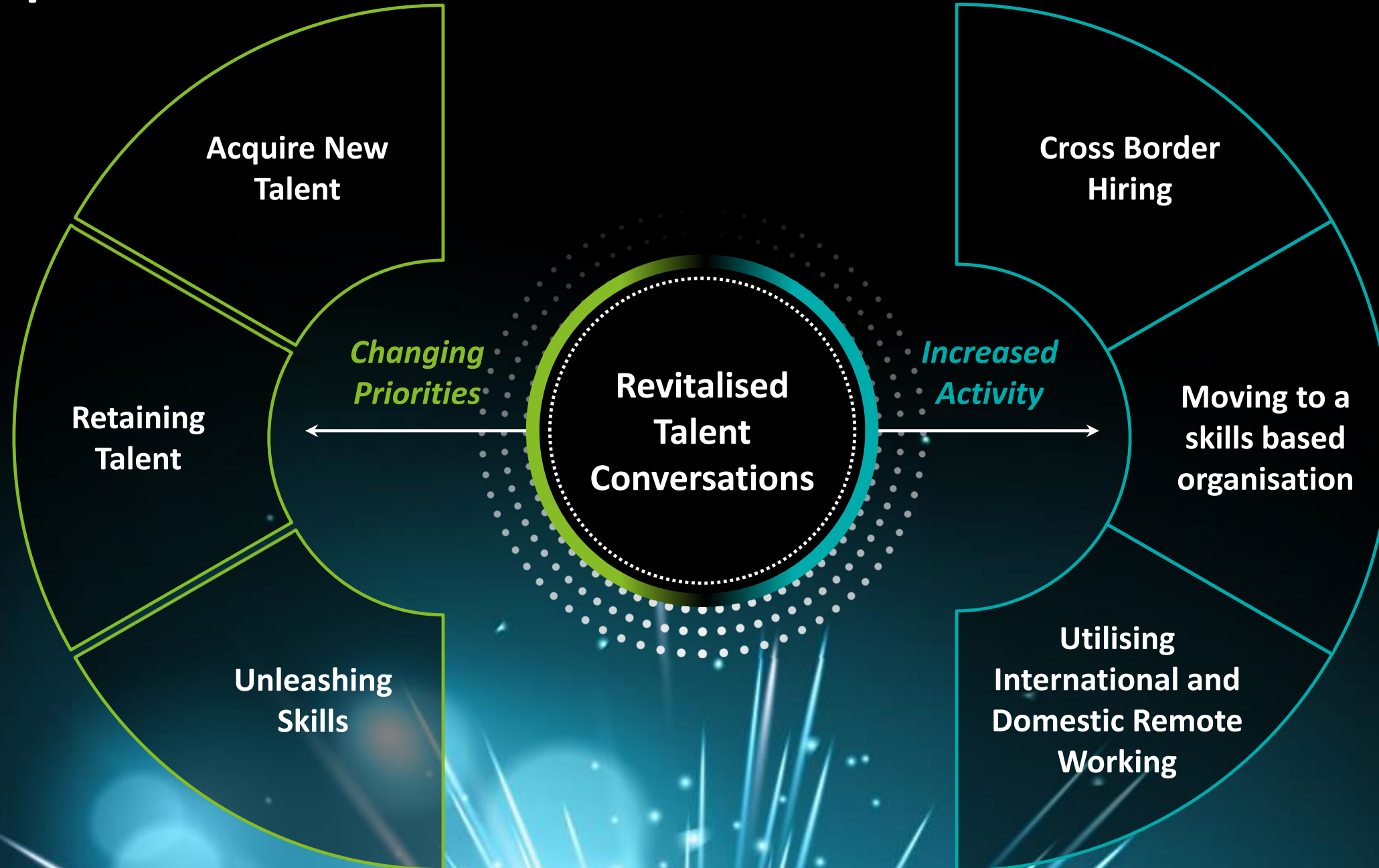
There is a
Global Talent Shortage

There is the
rise of Employee Agency

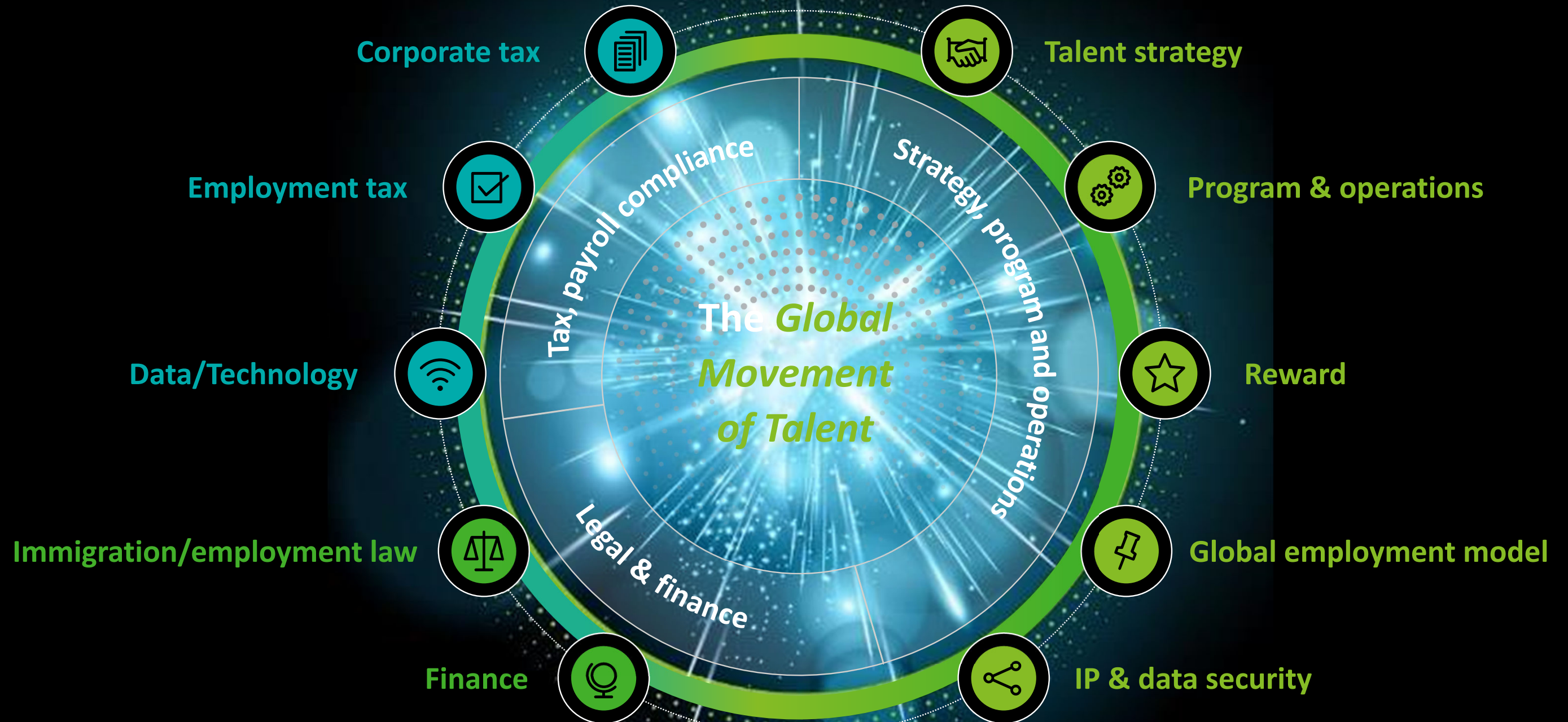
There is **a gap** regarding the
skills of the future

Sources:
Deloitte Global Human Capital Trends 2023; Deloitte Monitor CSO Survey 2022

The Impact



The Complexities



Client Case Study

Moving from reactive to proactive



Business driven request to move talent to the centre of business strategy



Problem Statement

The **client's business imperative** was rapid global expansion, but they **lacked a framework to acquire, develop, and deploy talent to where it was needed most.**



What action was taken

Deloitte worked with the client to:

- **Breakdown traditional HR silos and develop an integrated and human-centric global workforce framework**
- From the outset, the new approach **facilitates, tracks and promotes global moves**

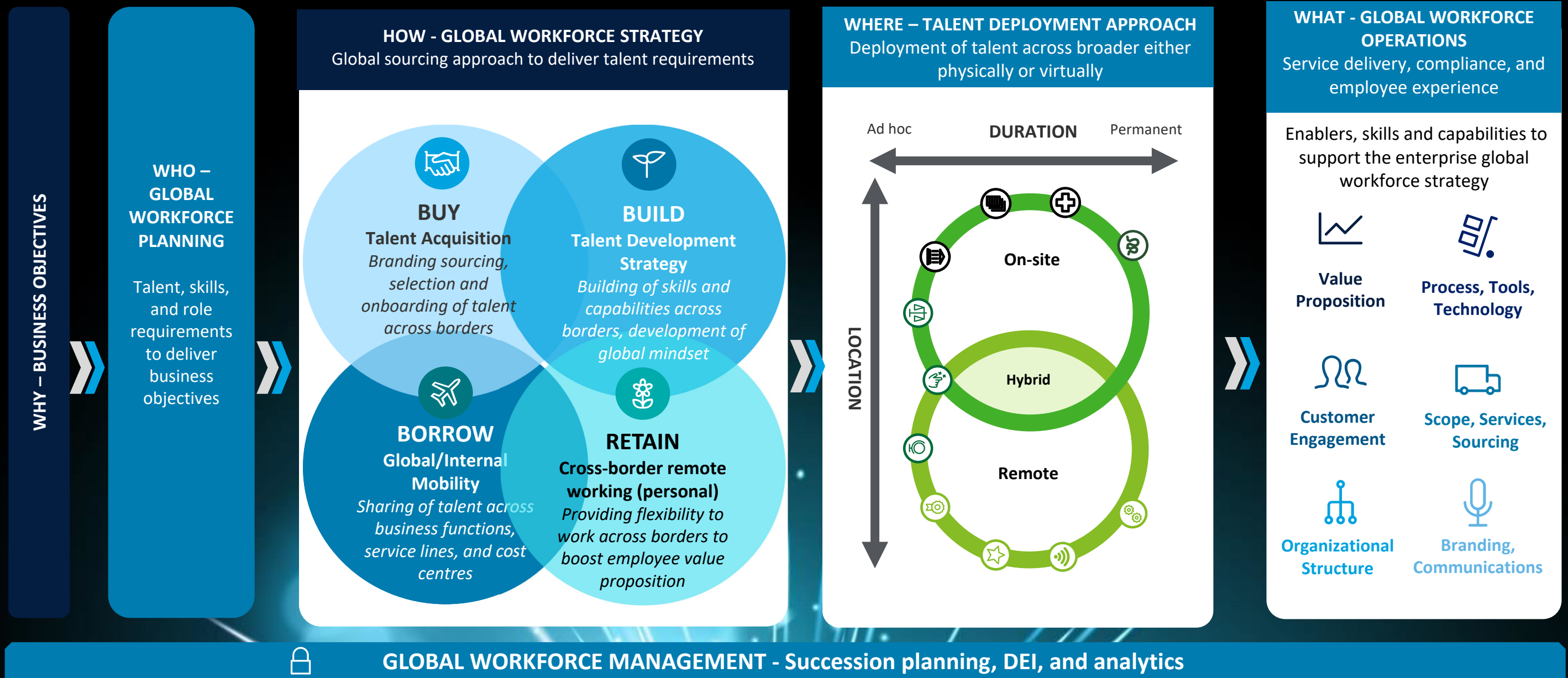


What was the impact

Investing in the development of an holistic global workforce framework has **resulted in a robust and scalable approach** which will **support the talent pipeline** and play a **strategic role** in meeting the organisation's growth objectives.

How can we get started?

The **new** Global Workforce Building Blocks





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