

MANAGING TALENT IN GLOBAL ORGANIZATIONS

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TUJUAN PEMBELAJARAN

- ▶ - Memahami pentingnya manajemen talenta di organisasi global.
 - ▶ - Menjelaskan faktor-faktor kunci dalam mengelola talenta multinasional.
 - ▶ - Menganalisis tantangan global talent management dan cara mengatasinya.
 - ▶ - Mempelajari studi kasus sukses dalam implementasi talent management global.
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OVERVIEW

- ▶ - Pentingnya pipeline pemimpin global.
 - ▶ - Tantangan mengelola talent lintas negara dan budaya.
 - ▶ - Strategi efektif untuk global talent acquisition, development, dan retention.
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KONSEP KUNCI

- ▶ - Global Talent Management (GTM)
 - ▶ - Cultural Agility
 - ▶ - Global Leadership Pipeline
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FAKTOR KRITIS DALAM TALENT MANAGEMENT GLOBAL

- ▶ - Cultural Agility
 - ▶ - Global Mindset
 - ▶ - Organizational Alignment
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PROSES MANAJEMEN TALENTA GLOBAL

- ▶ 1. Identifikasi Talenta Global
 - ▶ 2. Pengembangan Kompetensi Global
 - ▶ 3. Mobilitas Global
 - ▶ 4. Retensi Talenta
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STUDI KASUS: SIEMENS AG

- ▶ - Global Leadership Framework: 5 kapabilitas utama
 - ▶ - Talent Nine-Box Grid digunakan global
 - ▶ - Pipeline global-ready leaders meningkat 30% dalam 5 tahun
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TANTANGAN DALAM TALENT MANAGEMENT GLOBAL

- ▶ - Bias Budaya
 - ▶ - Keterbatasan Mobilitas
 - ▶ - Fragmentasi Strategi
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SOLUSI STRATEGIS

- ▶ - Pengembangan Cultural Intelligence
 - ▶ - Fleksibilitas Program Mobilitas
 - ▶ - Keterlibatan Regional
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CLOSING INSIGHT

- ▶ "Building a truly global organization starts with building globally capable talent." (Ruddy & Anand, 2009)



ANY QUESTIONS?

