

Issue
RES Forum Research
May 2019

1

Working towards 'Top Class'
Global Mobility - SMART Global
Talent Management and the
Employee Value Proposition

Infographic

This infographic is based on the report authored by Professor Michael F. Dickmann,
Professor of International HRM, Cranfield University, School of Management, United Kingdom.
To read the full report, please email us- office@theresforum.com



RES FORUM

RES FORUM
T +44 20 7127 8075
E office@theresforum.com
www.theresforum.com



Infographic

Issue 1

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Working towards 'top class' Global Mobility - SMART Global Talent Management and the Employee Value Proposition

Figure 1: SAFE Model with SMART Global Talent Management Focus

The SAFE Model captures the key strategic and operational aspects of GM work

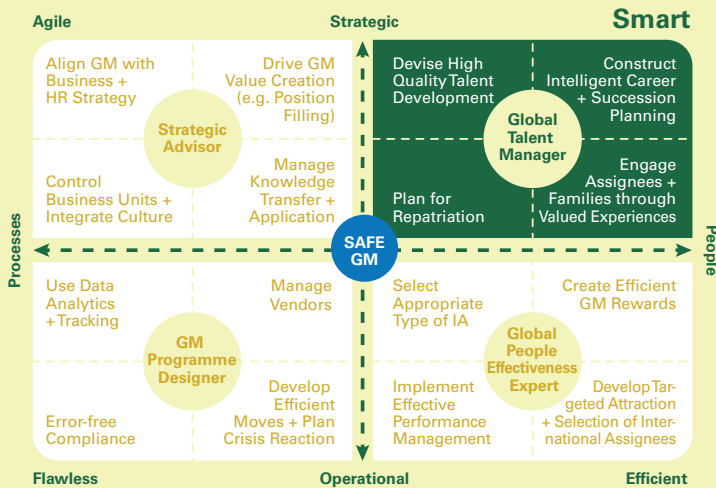


Figure 2: To what extent can you source globally mobile talent to meet the following business objectives?

Large global talent gaps exist. Companies need to create compelling Global Employee Value Propositions.

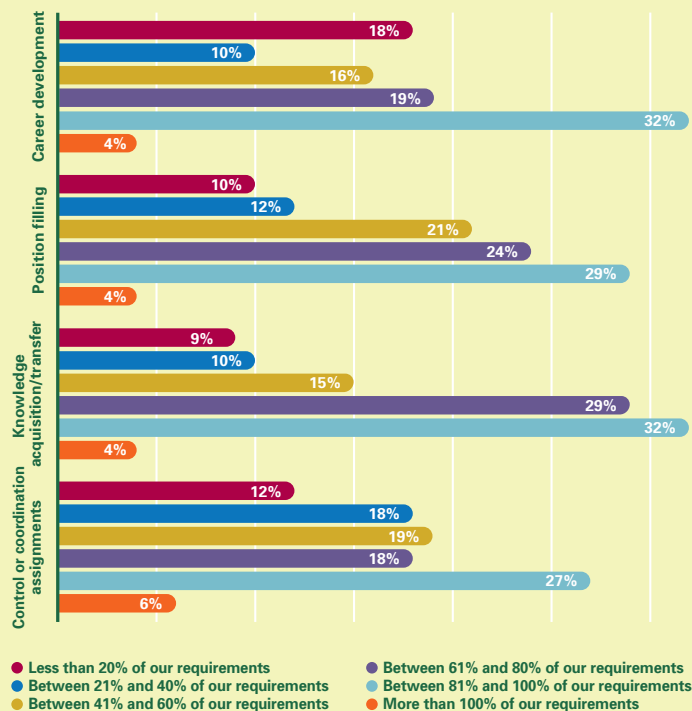


Figure 3: In your opinion, how do the careers of returning international assignees in your organization unfold? Assignments with a primary focus on...

Global work – whatever the organizational driver – is often associated with positive career development.

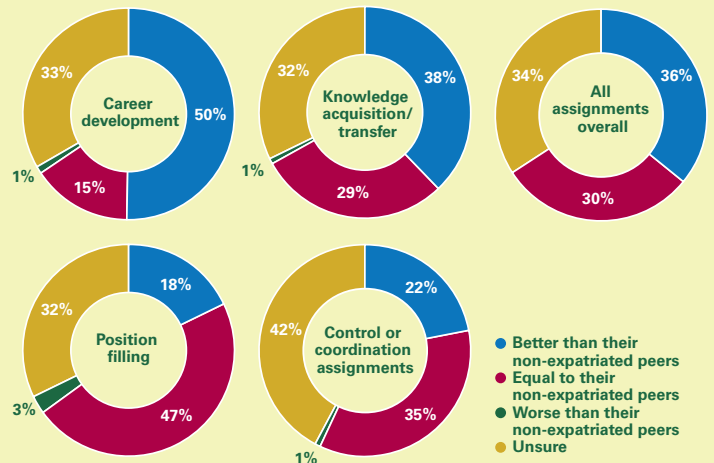


Figure 4: Smart Global Talent Manager - Employee value proposition

Organizations should manage the tangible and intangible aspects of the Global Talent Proposition. Some metrics are outlined below.



About the respondents

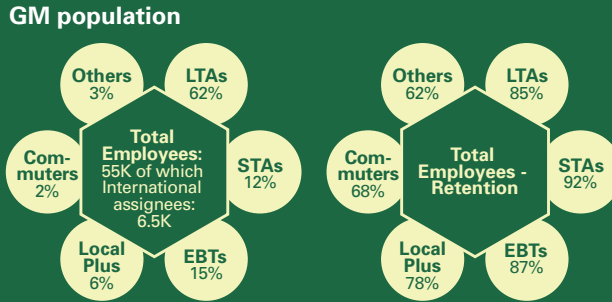
81 Global organizations contributed to this research. For more information about the respondents, please read 'RES Forum Research Reports 2019 - Data Sources and Methodology' at <https://theresforum.com/annual-report/>

Figure 5: Measuring World Class Global Talent Management.

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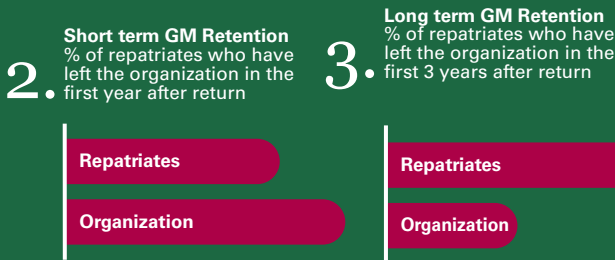
LTAs = long term assignees
 STAs = short term assignees
 EBTs = extended business travellers
 Local Plus = local plus assignees
 Commuters = cross border commuters

General GM Data

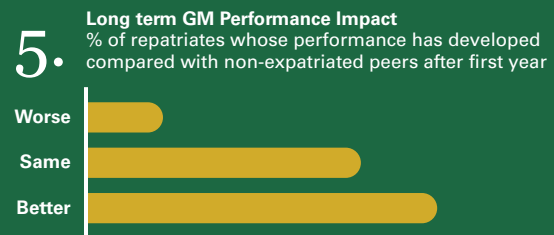
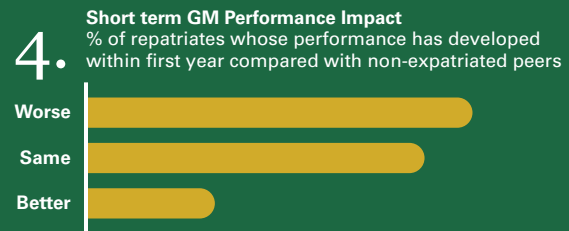


10 Global Talent Management Metrics

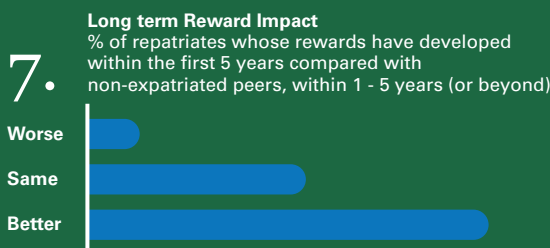
Staffing



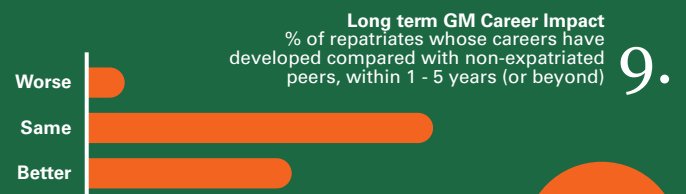
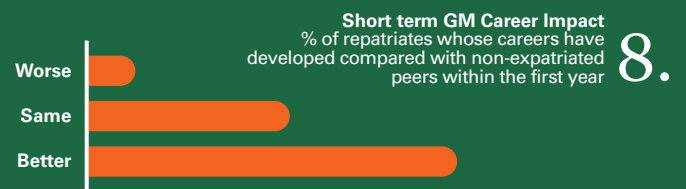
Performance



Reward



Career & Communication



32%