



**DEVELOPING AN EFFECTIVE TALENT ACQUISITION STRATEGY IN A  
GLOBALIZED WORLD**

**STUDENT NAME : SAINATH SEVAKULA**

**STUDENT ID : 2245103**



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## Introduction

Global talent acquisition is referred to as the practice of systematically extending the recruiting efforts to meet the demands of a company worldwide. That implies companies can meet shortages in their workforce by accessing a broader array of available talent from all over. For companies to survive and thrive in today's dynamic and competitive global market, they need highly competent employees and a good cultural fit for the company (Battisti et al., 2023). However, challenges, including attractive incentives, competitive salaries, and compliance with local employment laws, have made recruiting and retaining the best talent difficult. Therefore, the learner has identified the best practices for global talent acquisition and mentioned the steps to create a global talent network.

## Best Practices in Global Talent Acquisition

The learner was responsible for identifying and outlining the best practices in global talent acquisition in slide 9. After studying journal articles, scholarly papers, and industry reports, some effective practices have emerged.

- **Comprehensive strategy:** A clear plan of action aligning with the company's objectives is a crucial part of any global talent acquisition strategy. Companies can more effectively focus their recruiting efforts by focusing on particular skill gaps and talent shortages across geographic areas (Fayoumi and Loucopoulos, 2023). This approach guarantees that the recruiting process is adapted to the specific needs of each area, increasing the likelihood of attracting qualified applicants.
- **Employer Branding:** The value of an effective employer brand cannot be overstated in today's intensely competitive global recruitment market. Companies that have worked hard to establish themselves as desirable places to work have an easier time competing for the best employees. An engaging employer brand highlights the company's core beliefs, work environment, career development possibilities, and dedication to employee satisfaction. This attracts fresh talent and keeps existing employees satisfied and invested in their work.
- **Remote Interviews:** No matter what the location is, employees can now be interviewed due to technological advancements that allow for remote interviews (Pronin, 2022). Through the use of remote interviews, businesses are able to effectively interact with applicants from all over the world, regardless of their location or the time of day. This

shows that the organization is open to attracting employees from all around the world. Candidates might avoid the hassle of going to the interview location by participating in a remote interview.

- **Onboarding Process:** New recruits need a systematic way to learn about the company's culture, beliefs, and expectations via the onboarding process. Every employee, regardless of their location, can feel like they belong in a global organization with a uniform onboarding procedure. This minimizes the potential for misunderstandings and helps employees of different backgrounds to feel accepted and appreciated from the beginning. Positive onboarding experiences improve retention rates by increasing employee enthusiasm for the company.
- **Candidate Experience:** Candidate experience is the culmination of a candidate's interactions with an organization throughout the hiring process. A positive first impression can be made by a company that values open lines of communication, prompt responses, and respectful dealings with everyone involved. An outstanding applicant experience sets an organization apart as a professional and aware in today's international job market, when candidates have many alternatives (Ekhsan et al., 2021).

### **Building A Global Talent Network**

In slide 10, the learner has evaluated the steps to build a global talent network. Understanding the process of recruiting the best talent from a wide pool of applicants for a single position is crucial.

#### **Step 1- Targeted Outreach**

It is important to narrow down on those with an optimal combination of education, experience, and expertise to find the best candidates. In targeted outreach, the organization actively seeks out individuals who fit the profile of the people it wants to fill open positions (Sirili and Simba, 2021). Methods for doing this include forming connections with academic institutions and using online resources like LinkedIn and industry-specific forums. There is a correlation between the success of an outreach message and the amount of attention it receives.

#### **Step 2- Online Presence**

A prominent internet profile is crucial in today's competitive job market, where top talent can be found worldwide. Among them is a well-designed and easy-to-navigate jobs website that highlights the organization's ethos, values, and available positions. Prospective employees will learn more about the company and its reputation if the company actively recruits on social media, shares employee success stories, and posts relevant information consistently.

### **Step 3- Networking Events**

Participating in or sponsoring networking events is a great way to meet qualified applicants face-to-face. It is possible to meet new people, learn more about the organization, and discuss possible future career paths by participating in industry conferences, employment fairs, and virtual meetings (Bonneton et al., 2022). By organizing virtual or in-person networking events, the company may reach a wider audience of potential employees.

### **Step 4- Personalization**

Going forward with the extra effort to make talent networking activities seem more personal is invaluable. It is important to personalize all interactions with them. For example, one may highlight upcoming opportunities or ongoing initiatives that are a good fit for the candidate's experience to demonstrate that they see them as an integral part of the team.

### **Step 5- Membership Benefits**

Providing applicants interested in joining the talent network with exclusive access and privileges creates a feeling of exclusivity and community (Shet, 2020). Examples of such perks include having priority on new job ads or access to insider information about a certain sector. Motivating prospects to stay in touch and contribute actively to the company is a great way to build a long-term relationship.

### **Conclusion**

Analysis of "Developing an Effective Talent Acquisition Strategy in a Globalized World" highlights the significance of comprehensive plans, company image, online interviews, streamlined onboarding, and positive candidate interactions. To further improve the talent acquisition paradigm, efforts are being taken to develop a worldwide talent network via focused outreach, web presence, networking events, personalization, and membership incentives. The learner's strategic and analytical approach to the problems with global talent

acquisition is shown by their ability to identify efficient methods and network-building processes accurately.

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