

# Global Talent Management Strategies for Organizational Success in a VUCA World - A Conceptual Framework

**Dr. A. Narasima Venkatesh**

Senior Assistant Professor, Department of Human Resources, R.V. Institute of Management.  
Bangalore, India

**ABSTRACT**

Globally, the basis of every organization’s potential for future success is eventually determined by the strength of its talent. As such, Talent Management is receiving an exceptional recognition in the corporate world in the global environment which is Volatile, Uncertain, Complex and Ambiguous (VUCA) and is considered to be one of the critical elements of an organizational success. Needless to say, it is essential for employers not only to attract but to develop and retain critical talent and to ensure that all the employees’ are highly engaged so that productivity of an organization can be increased. Irrespective of the industry or location of an organization, to manage talent effectively, both line management and top management should be made accountable in addition to HR management. In reality, talent influences virtually every main decision that is taken in the organization and thus implementing right kind of talent management strategies to attract, develop and retain talent, no matter where it is located in the world, will certainly have a decisive impact on organization’s success.

**Keywords:** Global Talent Management, Global Environment, VUCA World, Organizational Success.

**Introduction**

Table:1 Talent Management - Key Findings ( 2013, 2014 & 2015)	
93% say they recognize the need to change their strategies for Talent	63% of CEOs are concerned about availability of Key Skills
Source: The talent challenge: Adapting to growth 17th Annual Global CEO Survey, PwC, 2014. "In total, 1,344 interviews were conducted with CEOs in 68 countries between September and December 2013. The interviews were spread across a range of industries".	
"Global business leaders have identified talent management as their leading challenge for 2014".	
Source: <a href="http://www.ibtimes.co.uk/global-business-leaders-say-talent-management-top-priority-2014-1431793">http://www.ibtimes.co.uk/global-business-leaders-say-talent-management-top-priority-2014-1431793</a>	
"The Three Things CEOs worry about the most: Talent, Operating in a global marketplace, and Regulation and legislation".	
Source: <a href="https://hbr.org/2015/03/the-3-things-ceos-worry-about-the-most">https://hbr.org/2015/03/the-3-things-ceos-worry-about-the-most</a>	