IBM Global Talent Management Strategy Case Study

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One of the investments that has been carried out by IBM is to make sure that they work towards the development of the top tier leadership. The idea on their part is to make sure that the gaps that are reflected in the leadership along with the duplication that seems to be happening in the data is not really helping in broader level as far as the way middle management is concerned. The idea behind the middle leadership for them is to make sure that they should work towards each other in a mentor like leadership where the middle management must be able to make sure that they are bringing into fore the new talent from the marketplace and also ensuring that newer talent is being encouraged to make their own decisions. The idea of this case is to make sure that the cost effective program must be developed that should be carried out for the middle management. The core idea of this plan is to make sure that the motivational strategies are developed for the middle management. As well as making sure that the framework is developed for the development of the talent at the workplace. The main premise of this program is to make sure that the motivation has to be there for the existing workforce and helping them identifying the high performing employees. The other thing that can be done is to ensure that the suggestions must be cultivated that should allow the decision making for the middle management to be done in a much more appropriate manner. The whole idea of this process is to cultivate a culture where the middle management must be the one that should be driving force behind some of the changes that are needed to be brought in at the level of the organization. Not only that, they have to make sure that they develop a motivational strategic plan that is going to be cultivate positive workforce environment that is furthermore going to work out well for the future of the organization. Now, even though the intention behind the launch of tis program is good, the major problem is that the objective for the program is something that needs to be improved. The middle management must be provided with the sufficient opportunity to make sure that they are working in the manner that the long term and sustained growth is provided to the broader stakeholders of the organization. Now the important consideration that has to be kept in mind during the course of the whole process is that how it is going to be made sure that the talent management decisions are going to be done from Human resource and the non-human resource perspective. There is going to be tendency on the part of the non human resource to look at the whole thing is an exercise that is going to be done to ensure that whether it is going to provide some return on investment for the organization. Not only that, the other thing that has to be kept in mind during the course of the whole process is that how it is going to be made sure that the human resource professional would not look at the incremental cost that the training is going to consume would be recovered. This had implications for every aspect of IBM, including significant implications for IBM's supply chain, IT systems, strategy, marketing and services development and deployment. Underlying all of these implications were significant challenges for IBM's human capital and its approach to human resource management. This three-part case examines the strategic issues and the solutions.

**References**

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