Discussion Questions

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Talent management strategy and tactics help businesses in actions taken to recruit potential people with having expertise and capabilities in a particular industry. The framework of talent management or talent management frame is designed and aimed to collect numerous perspectives with the potential talent skills set which assists businesses in the acquisition of additional talent from the target labor market and consumer market. The incentive in R&D (Research and Development) provide a clear understanding of defined information and details and a diversified talent pool of quality and potential candidates. The core objective research priority of talent management is to get new and highly capable talent in all business operations areas. The available talent and pool are verified and inducements implemented to develop a better and fully attractive package to get, retain and sustain the new and acquired talent (Collings, & Mellahi, 2009). The organization communicates the incentive (talent management incentive) which offer long term commitment to develop a strategy through the use of core principles like incentives, compensations, selection search to work with organization.

1. Employees Retention: it is very crucial to retain even every employee because a high employee turnover rate creates extra costs for organizations and affect productivity inversely. The retention of best employees in the organization ensures effective customers satisfaction, better services, enhanced productivity, increased sales, coworkers' satisfaction, and fine reporting (Collings, & Mellahi, 2009). It also leads to better and effective succession planning and embeds organizational learning and knowledge.
2. Succession Planning: succession planning is the thorough process which organizations use to know where the organization/business makes sure that employees are recruited, improved and developed to fulfill a major role in the organization or company.
3. Integrated Talent Management: The concept and process of integrated talent management help businesses in the recruitment and retention of top-level talent.
4. International/Global Leadership: The concept and practices of global leadership are committed to properly and intentionally develop and empower the next/upcoming generation of inspiring and effective leaders.
5. Collaborative Work Place: In this era of global connectivity, businesses continuously applying and adopting collaborative and highly effective and cooperative work environments to blow it into the expertise and knowledge of their key and even all customers, employees and other business stakeholders (Collings, & Mellahi, 2009).

The reason because of that, these five topics are selected is they fully knot into the strategy of talent management as well as they would provide the edge for quickly and effectively in-lining the workforce, executives and strategies and to outperform competitors in the industry or marketplace.

References

Collings, D. G., & Mellahi, K. (2009). Strategic Talent Management: A review and research agenda. Human resource management review, 19(4), 304-313.