Discussion Question Week 10

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The leadership of talent management approaches has been impacted by numerous international proceedings ever since 2008. The global stock markets jumped and the financial crunch blew out all across Europe back in 2008. This was a significant event and the exact dates of great fluctuation being 21st and 22nd of the January. The main challenge that was being faced was finding the equilibrium point amid right quality-cost-risk combination which will further tie well with the economics of talent sourcing. There is no doubt in the fact that when there is a global recession it is harder to attract talent. There is a need for tightening operations and controls and the making of tougher organization strategies and more active working environment.

Coming to the Occupy Wall Street movement that started on the 17th of September 2011, it was a protest that took place against economic inequality. This also had a significant impact on talent management strategies. In 2018 the rising digitalization of HR also had quite an impact on the leadership of talent management strategies. Lately, the issue is that HR organizations now have to learn how to be digital instead of just purchasing digital products (Cascio & Boudreau, 2016). When it comes to recruitment a more digitalized system came into existence which had an impact on pooling in the potential candidates.

Talent management strategies need to be worked on and further improvised for the 21st century. The failure in talent management consistently had an impact on the surplus of every organization. For starters, companies need to make and buy to handle the risk. The best way to do that is to measure the need for talent (Cascio & Boudreau, 2016). Secondly, there needs to be adaptability when it comes to the uncertainty in the demand for talent. Thirdly, an improvement in the investment return in enhancing the employees is necessary. Finally, the balance between employer and employee interest is key to making a difference in the talent management system.

**References**

Cascio, W. F., & Boudreau, J. W. (2016). The search for global competence: From international HR to talent management. Journal of World Business, 51(1), 103-114.