

WORKSHEET

# Build a Global Talent Strategy

# Build a global talent strategy

## A worksheet to help you collaborate

A well-honed global talent strategy aligns your hiring needs with business objectives so that you can successfully fill labor gaps, overcome skill shortages, and tap into a range of innovative perspectives and experiences that an international workforce can provide.

Whether you need to revise an existing global talent strategy or start fresh, we designed this worksheet to help you get started. It enables your HR team to work across the organization with business leaders, decision-makers and hiring managers to set your priorities and take action.



## How to use this worksheet

Download this editable PDF and use it to add thought-starters, notes and ideas you can pass around (you can even print it, if working analog is your jam).

**We've organized this worksheet into four categories: Talent acquisition, onboarding, retention and brainstorming.** Tackling the questions in each section will help you figure out what you already know and what you need to explore further, as well as which processes or programs you'll need to add or adapt through the employee lifecycle.

Taking a holistic view of your global talent needs will help you balance the needs of individuals, departments and the organization at large. On the next few pages you'll find the questions your global talent strategy should answer.

## Stakeholders

Use this section to list out who needs to participate in (1) ideation (2) approval and (3) implementation.

**Idea people:**

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**Decision-makers:**

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**Put-it-into-action-eers:**

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## Acquisition: Attracting top talent

Which positions do you need to plan for?

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Where will you search (which markets)?

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What special skills do you need to fuel your business goals?

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Who in your existing talent pipeline is a qualified match?

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Are any of your current employees a potential fit?

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### GO WHERE OTHERS DON'T

Only 8% of businesses recruit from under-represented groups. Consider part-timers, veterans, expats returning home, people with disabilities and other special needs, and those re-entering the workforce.

Totalent



## Acquisition: Attracting top talent

Is your interviewing process able to comfortably handle different time zones, cultures and languages?

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What are salary benchmarks, by job and by locality?

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What specifics make an offer attractive, particularly in competitive markets, industries and job roles?

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Which benefits are required by law, by job and by locality, and which would you like to add?

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### THE COMPLETE PACKAGE

An Employee Value Proposition (EVP) is what an employer offers in terms of compensation, benefits, career development and any other perks. 65% of candidates have walked away from a job prospect because of an unattractive EVP, so make sure yours is competitive.

Gartner



## Onboarding: Bridging cultures and locations

Does your onboarding process cover the basics (job duties, benefits, technology) as well as soft skills and culture?

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Do you need to adapt any processes to different languages, time zones or locations, and if so, how?

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How will you tailor onboarding to different audiences (fully remote, hybrid and onsite)?

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### STRAIGHT TALK

"Speak up" culture, where employees feel safe to voice their ideas and opinions, can more than triple your innovation potential, and a shared corporate language can facilitate communication between workers with diverse linguistic and cultural backgrounds.

HBR, McKinsey



## Onboarding: Bridging cultures and locations

How will you offer language support, cultural training and workspace (if needed)?

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Does your technology support your processes?

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Have you addressed both the new hires and the team they are joining?

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## Retention: Engaging your global workforce

How do you encourage and facilitate cross-cultural and cross-geographical collaboration?

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What kind of ongoing education and upskilling do you offer?

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Are there additional courses tailored for remote international workers?

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Do you have or need a mentorship or buddy program?

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### PASS IT ON

Companies like Target, Fidelity and GE have reverse mentoring programs where junior staff get senior workers up to speed on new tech and advancements. In either direction, knowledge sharing can bridge gaps among diverse employee groups and enhance their skill sets.

Forbes



## Retention: Engaging your global workforce

How will you provide feedback and recognition?

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How will you gather feedback from employees about what's working and what's not?

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How do you motivate people?

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What kind of extracurricular activities, clubs, perks or opportunities are available?

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### HAPPIER EMPLOYEES

A strong EVP increases new hire commitments by 30% and decreases turnover by 70%.

Gartner

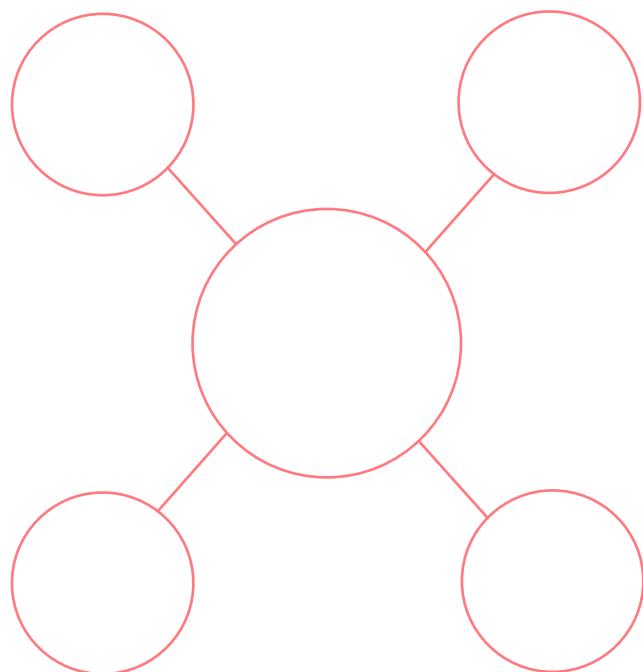


## The blank page

Don't be scared! Here are some ways you can use these pages to generate ideas, but they're yours. Doodles or grocery lists are fine, too.

### Mind-mapping

Start with one idea, draw a circle around it, and then brainstorm four new ideas that are related. Keep following new thoughts wherever they lead.





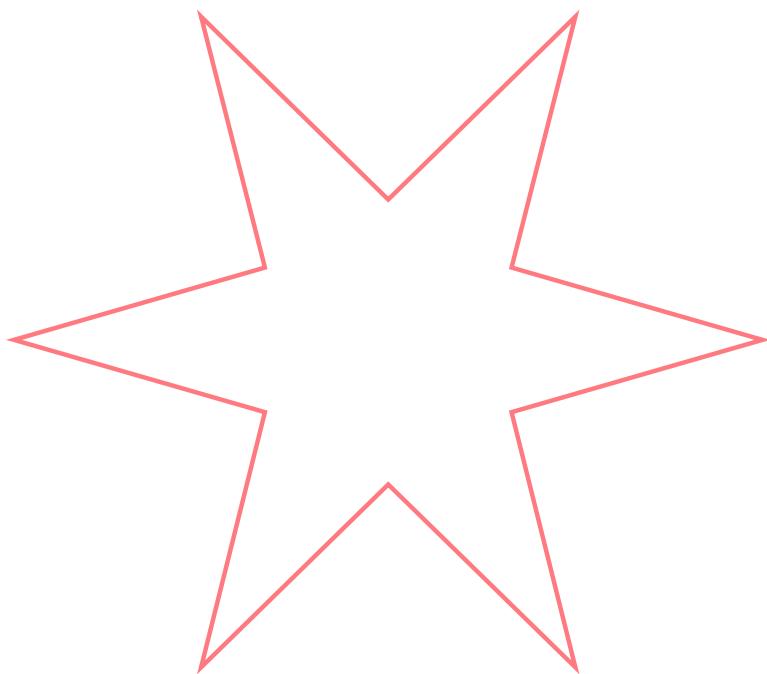
## Brainwriting

In a group, start with everyone jotting down three ideas or questions. After five minutes, pass your paper to the right and build on the ideas already on the page. Continue until everyone has added comments to everyone's page.



## Starbursting

Draw a six-pointed star with one idea or challenge at the center. Each point represents a question: who, what, when, where, why and how.



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With Safeguard Global, you can tap new international talent pools quickly and compliantly without the need for an on-the-ground entity of your own.

No matter what your global talent strategy looks like, we offer a scalable solution tailored to your needs, including **global recruiting** to help you source candidates, or **GEO, our employer of record solution**. With experts on the ground in **170+ countries** worldwide, we can advise you on cultural matters, recruit from our existing talent pipelines, eliminate compliance risks, and employ people on your behalf. We can also onboard workers, administer benefits and payroll, and support local workers with HR teams on the ground so you can focus on building top-notch international teams to help your company grow and thrive.

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