

Interview with Jack Digs

Building World Class Global Talent within Multinational Companies



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This is an interview revealing how some of the best companies in the world are building highly effective global talent, and what TTT strategies they have in place. Read it. Get some ideas, and when you are ready to implement some of them, contact Tim, Andrew or Pete at HummingByrd Inc. HummingByrd will support you on your journey to building world class Global Talent.

The Jack Digs character is an amalgam of the HR professionals HummingByrd Inc. has interviewed over the past 6 months. We are very grateful for all the fantastic ideas they have shared.

HB - HummingByrd Inc.
JD - Jack Digs

HB - What is the perfect way to build a global talent pool?

JD - I wish it was as easy as that. It depends on so many variables. If it was that easy there would be a manual and we could all just follow that.

HB - When you say it depends, what do you mean exactly?

JD - Well for a start it depends on the culture of the company. Even a multi national with massive resources, if the top management don't prioritise the development of their people, then you have the situation I have seen many times, a lack of clarity and direction and ultimately a lack of effectiveness.



HB - So tell me about the ways that world's best companies are going about developing their global talent?

JD - Well like I said it starts with top management deciding to prioritise the development of their people. Once this decision is reached, then it becomes part of the culture of the company, and this is key, because it leads to an upward spiral of investment, recognised return, and everyone in the company knows that their individual

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development is at the heart of the company's DNA. This leads to massive amounts of goodwill and benefits like great reputation, attracting top talent, easy talent mapping and succession planning, great ROI, etc. Let me give you a few examples. One international

company has a very special President. He has a passion for his people and for their training and development. He personally creates initiatives to push training and make it fun. He does live streams to everyone in the company. He understands that people need a story to tell, to tell themselves and to tell customers and suppliers, so he has created a gallery showcasing the origins of the company, he is involved in live streams and in the companies own online channel which produces not only educational content but also fun and exciting content. My point is that company culture needs to be expressed, it needs to manifest, and if you can wrap an interesting story around this, then the buy-in from all stakeholders is fantastic. It is important to keep in mind that we are talking about human beings. We develop people one at a time. Training and HRD is an organisational project, but an individual experience.

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To read more of this interview, contact Tim, Andrew or Pete at HummingByrd Inc.

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