

# THE HR GUIDE TO THE GALAXY (OR AT LEAST MOST OF EARTH)

In the universe of enterprise business, change is happening at warp speed, especially when it comes to Human Capital Management. If you're not ahead of the game, you've already fallen behind. Here is an expert field guide to help you succeed as a global corporation and conquer the corporate cosmos.

## THE WORLD'S GOT TALENT

**While more than two-thirds** of multinational companies see talent acquisition and tracking as the workforce **management strategy with the greatest impact,**

**An overwhelming majority 93%** of CEOs around the globe admit they need to change their talent strategy,

**nearly half** identify talent management as their **top business challenge.**

**yet only a third** will actually attempt to do so. That's quite a disconnect, one that can hurt a global company's ability to expand.

## BRAVE NEW WORLD

Is your Human Capital Management (HCM) capable of recognizing trends as they develop?

It should be. For example, the No. 1 global business objective for many organizations is to continue growing by **expanding into new markets.**

### How prevalent is this trend?

A majority of North American HR executives expect to up headcount outside their headquarter country in the next one to two years. This "new market expansion" is representative of a rapidly changing global footprint, as **the number of international and foreign employees is on the rise.**



Grow + Expand



Increase Headcount

## THINK SIMPLE

On average, global companies are trying to manage



That's a lot of systems! It also creates a lot of potential challenges. For real global agility, a company should be trying to simplify via system unification. This allows them to **focus on the outcomes instead of the process**. After all, you can't see where you're going if you're always staring at the steering wheel.

## SECRET WEAPON

A recent study revealed that only



This is a major missed opportunity. By streamlining infrastructure, your HCM can hone in on more important strategic contributions like predicting skill shortages, managing global talent mobility and developing the next leadership team. In this way, **HR can become a resource—a kind of secret weapon**—that supports overall business initiatives by prioritizing areas of greatest impact, makes data-driven workforce management decisions, and helps with risk mitigation and compliance.