Abstract

Everywhere new markets are opening up, new workforces are emerging and new ways of working are challengingour thinking. We are in a new stage of globalization where talent and brainpower are becoming the predominantcurrency. The first phases of globalization in this new era focused on the movement of production from thedeveloping world to the developed world as a means to reduce costsworking cheaper. Now we are emerging intoan era which is about working everywhere with a truly multi-polar world which is going in search of where thetalent is, where the resources are, where the markets are, connecting up people and processes globally andbreaking down traditional barriers.It’s time for a fundamentally new approach to talent management that takes into account the great uncertaintybusinesses face today. Talent management is not an end in itself. It is not about developing employees or creatingsuccession plans, nor is it about achieving specific turnover rates or any other tactical outcome. It exists tosupport the organization’s overall objectives, which in business essentially amount to making money. Makingmoney requires an understanding of the costs as well as the benefits associated with talent management choices.This article focuses on Recruitment channels, Talent multiplication and driving forces of talent management.