Top 10 countries for talent competitiveness

1. Switzerland
2. Singapore
3. U.S.A.
4. Norway
5. Netherlands
6. Finland
7. Denmark
8. Sweden
9. Sweden
10. Luxembourg

Top 10 cities

1. Zurich
2. Stockholm
3. Oslo
4. Copenhagen
5. Helsinki
6. Washington, D.C.
7. Dublin
8. San Francisco
9. Paris
10. Brussels

Global Talent Competitiveness Index 2018
How talent diversity can drive global competitiveness

GTCl Talent Champion commonalities

Educational systems built on employability
Flexible regulatory & business landscape
Employment policies combining flexibility & social protection
External & internal openness

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Diversity trumps talent in conditions of ambiguity
Firms that are gender and ethnically diverse have

- Greater relative profits
- Higher sales revenues
- More customers

The cost of diversity should not be underestimated
It might disrupt social cohesion and increase management complexity. To contribute to competitiveness, diversity needs to be managed and taught.

Disruption is the new normal
Being competitive requires agility, problem solving and innovation skills.
Organisations need new talent strategies to embrace diversity and stay competitive.

In today’s world economy,

Volatile
Uncertain
Complex
Ambiguous

Committing to a culture of inclusion is a must to make diversity work

For employers
- Foster agile organisation to harness diversity
- Broaden hiring so as to increase performance and innovation
- Build an inclusive culture by developing collaborative skills

Recommendations
- Support educational systems that develop social and collaborative skills
- Foster openness and intercultural exchange
- 4 key ingredients for diversity on the ground:
  1) Understanding different cultures
  2) Ensuring high quality of life
  3) Adapting local education systems
  4) Building knowledge on multicultural societies and organisations

For policy-makers

- Building knowledge on multicultural societies and organisations

For more information check our GTCI 2018 gtcistudy.com

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