



**GLOBALCAREERCOMPANY**

International Perspective, Regional Understanding

## **Closing the Talent Gap in Africa**

**Schéhéraza ZEKAR**

**HR Director, Global Career Company**

**RECRUITING EXCELLENCE  
FOR EMERGING MARKETS**

**WHY THIS AGENDA**

- Employer of Choice covers sustainable strategies for closing the talent gap and cuts across everything we do in HR
- In Africa more than anywhere the ability to deliver on the topics we will discuss is critical
- Everything we do is (should be!) driven by strategic priorities
  - Increase Share – Optimise resources – Reduce Costs – increase Capability
- Understanding our talent options is a key step in closing the gap in a strategic and sustainable way
- Solving the tension between immediate needs and future strategic priorities





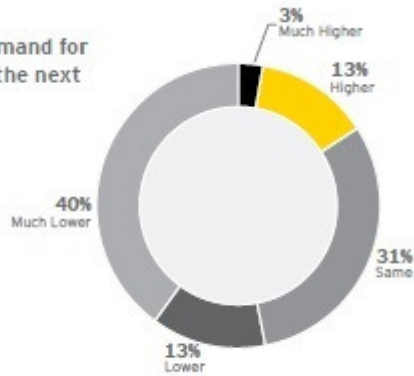
**THE RIGHT BALANCE WHEN IT COMES TO TALENT**

<b>THE RIGHT MIX</b>	<b>KNOWLEDGE TRANSFER</b>
THE DIASPORA	RETENTION



THE RIGHT MIX OF TALENT

Anticipated demand for expatriates in the next 12 months

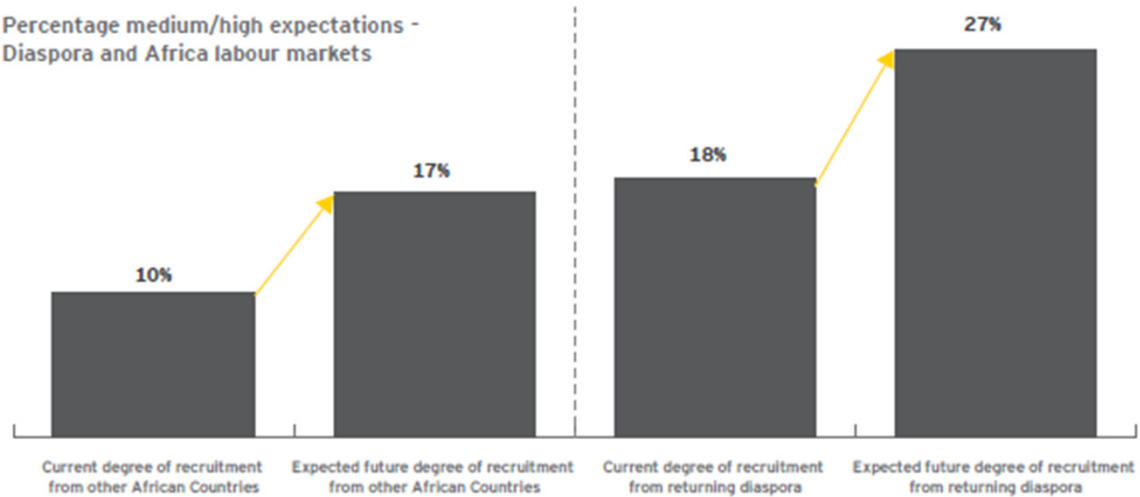


Realising potential / EY 2013/14 Sub-Saharan Africa talent trends and practices survey

Mix of skills, backgrounds, cultures



Percentage medium/high expectations - Diaspora and Africa labour markets



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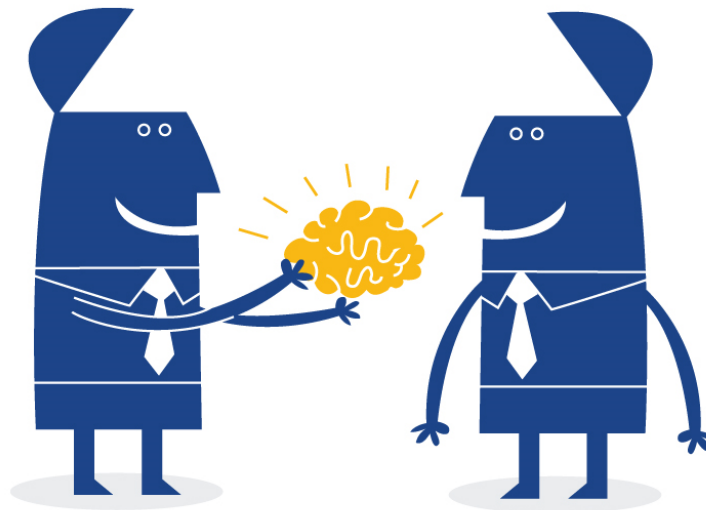
## A CLOSER LOOK AT THE DIASPORA

- An Increased pool available & a pool in increased demand
- An essential role to play in Africa
- Differences in expectations?
- What about culture fit?



**KNOWLEDGE TRANSFER**

- Rated one of the top capability gaps by HR professionals in Africa
- Direct impact on recruitment
- Essential to long-term strategy sustainability
- Methods and strategies
  - Training, Job shadowing, Process documentation, Mentoring programs, Best Practice Focus groups etc.



## THINKING ABOUT RETENTION

- Is the talent gap just a matter of recruitment?
- No need to recruit if you don't retain!
- Trends differ : regions, countries, levels
- Be The Employer of Choice



**TIME FOR A DEBATE**

- What's the “right mix” for your organisations and why?
- How do you reconcile global talent and local culture?
- What skills are going to be key for success – who has those skills, how do you develop them internally?
- Recruitment, Retention, Reward – how do you align, plan and reconcile?







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**THANK YOU**

*Over to you Alex !*

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