Closing the Talent Gap in Africa

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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

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THE RIGHT MIX OF TALENT

Mix of skills, backgrounds, cultures

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

Over to you Alex!