

■ Study meeting on Talent Management for Globalizing SMEs ■

Sixteen human resources specialists, management researchers, and SME managers along with two APO resource persons gathered at the study meeting on Talent Management for Globalizing SMEs in Bangkok, 10 September, organized by the APO and Thailand Productivity Institute (FTPI). SMEs contribute significantly to national economic performance as they usually constitute the most numerous enterprises. However, human resources development/management (HRD) in SMEs must become more innovative to attract and retain top performers. In the knowledge-based economy, effective talent management can maximize human resources capacity for enhanced productivity and business performance.

Chief Resource Person Hiroshi Ishikawa, education consultant and president of SmartVision Inc., highlighted recent trends in talent management, human resources issues in SMEs, and best practices of talent management by global companies. A topic of special interest was know-how for utilizing talent management tools by Asian SMEs. Dr. Phanit Laosirirat, FTPI Executive Director and APO Alternate Director for Thailand, commented that, “Talent management is quite often misunderstood among SMEs of Thailand as many think that it is about hiring those with high education. However, it is a management tool to motivate and promote employees to develop their individual talents.”

Resource Person Ishikawa said that this program would benefit companies by minimizing the risk of restructuring, effectively managing potential talent on a global scale, recruiting high-quality talent, and developing talent for future needs. He pointed out that strengthening talent management capacities in global businesses would provide governments with increased corporate tax revenues, attract investment for future business expansion, and create new employment.

Participant Seung-Hyun Moon, Deputy Director of Human Resources Development Service of Korea, said that the Korean government was actively



Chief Expert Ishikawa inviting opinions on what obstacles Asian SMEs face in applying talent management.

supporting SMEs under its HRD policies because it realized that the best resources available are human, adding that, “Many SMEs still have little understanding of the importance of HRD and talent management, and this creates a big barrier to the success of HRD policies.” Guest Resource Person Peter Earnshaw from the Singapore office of Silkroad, a leading provider of cloud-based social talent management solutions, led a demonstration session to expose participants to an innovative talent management solutions system, which was specifically designed to enable enterprises to attract and retain top talent to achieve higher productivity. At the end of the study meeting, participants conducted virtual group discussions on the plans, actions, and support needed to achieve effective talent management in SMEs.

