

Aligning Global Talent and Leading Remote Cross-Cultural Teams

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Development in the remote working sphere is creating a new environment for hiring employees. Without the need for a physical workplace, employers are provided the opportunity of access to candidates from all across the globe. Global talent mobility is an employer's ability to move talent across roles worldwide, and it is something that has widened dramatically in the last few years. Attracting and retaining global talent can be difficult, which is why having a robust global talent mobility strategy is essential to success. Let's take a look at some of the ways employers could deal with global talent mobility and foster healthy cross-cultural remote teams.

Challenges with talent mobility going global

Global talent mobility requires a holistic approach, placing the right people with the correct skills in the right roles. This is a challenge even in one single geographical location, but when hiring remotely across the globe employers will have to face other hurdles:

- Visa and work eligibility requirements
- Localized employment law and compliance with employee regional laws

- Increased hires: payroll and tax needs
- Managing workplace culture and communication

By eliminating geography from the talent, employers can greatly benefit from access to a diverse talent which can improve not only their company's diversity but also work efficiency and success.

Fostering remote talent from a wider talent pool

Mobility programs are excellent for talent development. Although this includes geographical mobility, it also emphasizes lateral mobility between job functions. This can act as a career accelerator for employees and also ensures talent is retained within the company. By offering greater flexibility in work location, employers are no longer limited to recruiting range. You have access to the best of the best across the globe, which your competitors do too. To attract the best candidates, companies must focus on creating a work culture where remote employees feel engaged, understood, and supported.

Offer flexibility

Many employees feel they should be able to work from wherever they like, as long as they can get their work done. Employees are seeking flexibility, and often this can be difficult for employers to manage, particularly across borders. Having a clear strategy, be it a hybrid model or fully remote, is the first step toward success in the talent mobility challenges.

Lateral Job Mobility

Lateral job movement reduces pressure on employees as the number of possible job roles increases across the company. A career path is no longer considered to be only linear, with access to endless resources, employees may find their talents lie in a different role. Having recognition of this type of flexible career path is essential for management and employees alike. Driving career progress and producing results requires careful management and sound decision-making when it comes to allocating new roles, particularly for fully remote teams.

Leading Cross-Cultural Remote Teams

Having access to people across the world means employers can benefit by building a wonderfully diverse team. Different cultures and experiences create a more dynamic work environment that can produce positive results. This can also create challenges:

- Communication and language barriers
- Gaps in knowledge and information
- Cultural differences
- Working styles

Leading cross-cultural teams often requires upskilling and training in Human Resources and People and Culture Managerial roles. Leading the unification of people from various backgrounds requires an empathic and strategic approach, from both management and employees. It is essential to:

- Acknowledge differences among employees
- Fix conflict immediately
- Celebrate cultural diversity
- Set clear boundaries and communicate often

Global talent access provides excellent opportunities for employers to grow and refine their teams. Managing remote employees can come with challenges, but there are many resources and services available for employers to help with management and strategy development. With intention and practice, employers can foster an environment for happy, productive workers to thrive.

If you are looking to develop a more productive, cohesive, and collaborative global team, organize a consultation with the experts at *RemoteCoffee*, who are professionals in remote and international onboarding processes.