


TALENT MANAGEMENT: A FACTOR OF ECONOMY



TALENT MANAGEMENT: A FACTOR OF ECONOMY

By: **Mosi Dorbayani**

University of Salford, Practice as Research Center of Excellence - PaR

 / 0000-0002-8362-1034

The world's stability, balance of power, and political economy all are facing new disruptions, which implies that human skills and abilities to face challenges of their constantly changing environment play a vital role in both micro and macro economic developments.

Most economies tend to grow when they develop their people in ways that would maximize their potential to produce. Skills and knowledge that people gain throughout their most productive years is indeed a predictor of economic success in most communities around the world. Simply through talent development, businesses grow, and individuals prosper; this in turn, translates to improved economy. Talent development is not just an essential business strategy, but also a critical factor of economy in the 21st century.

It enables local and national growth by ensuring that appropriate people with the right skillsets are equipped to manage disruptive strategies to fulfill local and national goals.

An example of growing talent-based economy is Nigeria. Talent development in Nigeria has played a vital role in ensuring that employees deliver high quality work and production. In recent years this resulted in output growth by Nigerian companies, hence an increase on their gross domestic product, which in turn, made Nigeria an attractive destination for foreign direct investment (FDI).

Of course, running a talent-based business economy creates competition and competitive advantage. The IMF report of 2019 on 'Competition, Competitiveness and Growth in Sub-Saharan Africa' states that "Firm markups are about 11% higher in sub-Saharan African countries relative to other emerging market economies and developing countries and are more persistent. State-owned firms are also more prevalent." (imf.org, 2019)

According to IMF, increasing competition can boost real per capita GDP growth rate by about 1% point through improved export competitiveness, productivity growth, and investment. So, those entrepreneurs who are committed to close the gaps in Africa and ready to employ a talent-based style of management may indeed expect a fair return and a rewarding experience from there.

Africa, Nigeria in particular, is institutionally transforming, and their macroeconomic gains are encouraging external competitions and improvement productivity. Businesses in Nigeria have shifted focus and they not only concentrate on leadership development, soft skills, creativity and sustainability, but also on organizational behaviour and talent recognition. Studies show that companies are increasingly building their brand aim at attracting talents, building skills and competencies.

References:

IMF Reports 2019

<https://www.imf.org/en/Publications/REO/SSA/Issues/2019/10/01/sreo1019>

<https://www.imf.org/en/News/Articles/2019/10/17/na1819six-charts-on-how-elevated-global-uncertainty-is-creating-challenges-for-sub-saharan-africa>