

“CIGS Workshop on Human Resource Development”

Date & Time: Wednesday, January 18, 2017, 15:00 - 17:00

Venue: CIGS Meeting Room
(11th Floor, ShinMarunouchi Building
5-1 Marunouchi 1-chome, Chiyoda-ku, Tokyo)

Theme: “Equity and Ethnicity in Japanese Firms' Global Talent Management”

Speaker: Hilary J. Holbrow (International Research Fellow, CIGS)

Moderator: Jun Kurihara, Research Director, CIGS

Abstract of the Seminar:

Japanese firms increasingly seek out recruits with international experience and foreign language skills. Employers hope that these workers, popularly referred to as "global talent," will help to make Japanese companies more internationally competitive. However, global talent are not a homogeneous group: global talent includes foreign workers from Asia, the West, and other world regions, as well as Japanese workers with international experience. This presentation will consider the diversity of "global talent" at Japanese firms. It will explore how the experiences of global talent in Japanese firms differ by national background. It will point to problems with a one-size-fits-all strategy for managing global talent, and suggest solutions for better managing the internal diversity of global talent.

Language: English

Program:

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| 15:00-15:10 | Introduction Jun Kurihara |
| 15:10-15:40 | Speech “Equity and Ethnicity in Japanese Firms' Global Talent Management” Hilary J. Holbrow |
| 15:40-16:50 | Discussion |
| 16:50-17:00 | Closing Remarks Jun Kurihara |