

Investigate Challenges or Concerns in Speaking in a Global Workforce

Are you aware of the fact that “Cross-border migration has grown 42% in the last decade, from 150 million to 214 million, with most of the traffic directed toward OECD countries?” (Six global trends shaping the business world, n.d.). Such statistics may appear too abstract for us, but every corner of the world is highly influenced by this issue. Just as most of you, I will work at the place with people of different nationalities, and will meet challenges of speaking in a global force.

There are no doubts that we should have a global mindset in order to adjust to the changes of modern life. Today I am going to give you some information on the main challenges that we experience in speaking in a global force. I have been conducting the research on this topic for a few weeks, and there are two main points to pay attention to. First, I will discuss demographic shifts that transform the global workforce. Second, I will explore the way global force challenges businesses.

To start, I will explain the way workforce over the globe has a challenge to fill in certain positions. Demographic change happened very quickly. According to the report conducted by the 2010 Talent Shortage Survey, an international employment agency, “An estimated 31% of employers worldwide find it difficult to fill positions because of talent shortages in their markets” (Six global trends shaping the business world, n.d.). The truth is that “demographic divide” will arise in the countries with younger skilled workers and in those, which have a problem of aging or shrinking workforce (Six global trends shaping the business world, n.d.). It is also typical that “The war for talent will become increasingly acute in certain sectors, especially areas requiring high skill levels and more education” (Six global trends shaping the business world, n.d.).

Now that I discussed demographics, I will explore the business challenges in the global force. There is an "era of unparalleled talent scarcity" that many global companies face

nowadays (Gargiulo, 2011). According to the article in CNN edited by Gargiulo (2011), the roots of the issue might be related to the conflict at the senior level, because they underestimate the importance of understanding cultural difference. This also results in a challenge to employ common language, when speaking to the global workforce. I mean that companies could practice the usage of common language for a diverse force (Heard & Miller, n.d.). For example, “individuals raising concerns may be described as witnesses to reduce the “informant” connotation that hinders speaking up in many regions. In addition, employees can be encouraged to seek advice and guidance about questionable situations, rather than reporting misconduct” (Heard & Miller, n.d.).

In review, first we discussed the “demographic divide” that challenges speaking in the global force. Second, we explored the concerns of businesses regarding the issue of global communication. Basically, changes in demographics and transformation of the businesses challenge the communication in the global force.

With a large portion of Americans having experienced challenges in speaking in the global force, Flemming Poulfeldt, professor of management at the Copenhagen Business School, insists, "We have to be open to new ways of thinking, and you have to create an environment, both at home and abroad, that is welcoming and supportive to global workers"(Six global trends shaping the business world, n.d.).

References

Gargiulo, S. (2011, October 27). The global workforce: Challenge or asset? - CNN.com.

CNN.com International - Breaking, World, Business, Sports, Entertainment and Video News. Retrieved August 16, 2013

Heard, E., Miller, W. (n.d.). Effective Code Standards on Raising Concerns and Retaliation.

International Business Ethics Review , 9 (1). Retrieved August 16, 2013

Six global trends shaping the business world - Demographic shifts transform the global workforce - EY - Global. (n.d.). Home - EY - United States. Retrieved August 16, 2013