

# Developing Global Talent

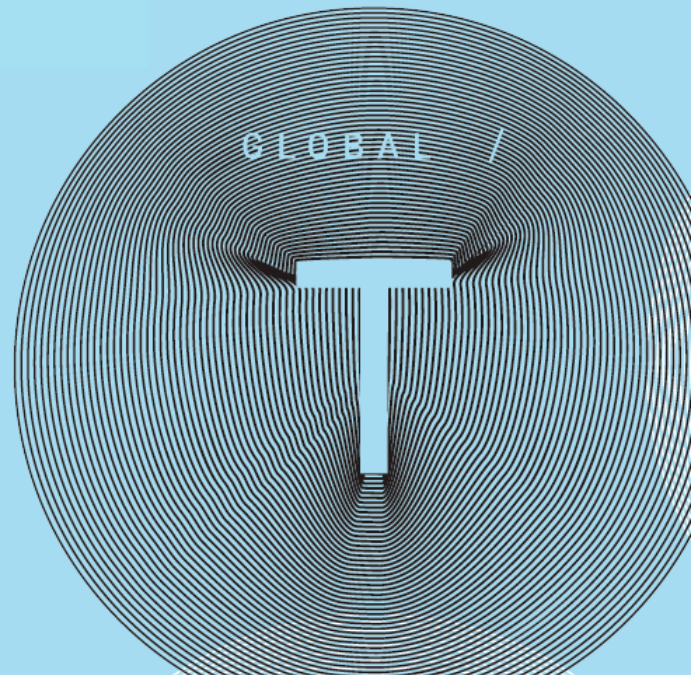
GLOBAL /  
TALENT

The innovative Global Talent Programme (GTP) has been designed and delivered with employers to help students develop, apply and demonstrate that they have the attributes needed to work in a truly global way.

"This has been one amazing journey for me and I have learned so much during these five months! I have built my confidence, improved and gained new skills and have an awareness of many different topics and problems around the world! If you haven't done the Programme I strongly recommend you to sign-up"

GTP Student

FIND OUT HOW YOU CAN GET INVOLVED AT  
[WWW1.BOURNEMOUTH.AC.UK/GLOBAL-BU/GLOBAL-TALENT-PROGRAMME](http://WWW1.BOURNEMOUTH.AC.UK/GLOBAL-BU/GLOBAL-TALENT-PROGRAMME)



## GLOBAL TALENT PROGRAMME

### Preface

*This brief document outlines the intent and vision behind our global talent programme which I inceptioned in my early days at Bournemouth University and which has gone onto impact just over 7% of the student population at the University. The engagement, participation and completion rates have been consistently high and student perception of the impact of this programme on their experience and learning has been extremely high – 91% of students rated their experience as either excellent or very good. I am grateful to the exceptional levels of staff support and engagement with the programme and to Dr Dean Hristov who in his capacity as the Global Talent Research Analyst working closely to me, has ensured that the research that underpins this programme always remains cutting edge. The HEFCE funding for this programme draws to a close later in 2018 and a range of collateral including research outputs will be disseminated through the course of the academic year.*

*Dr Sonal Minocha*

## 1. A vision for developing every student as global talent

- The Global Talent Programme (GTP) is an innovative extra-curricular framework which aims to develop all our students as future-ready job seekers and creators through exposure and immersion in employability opportunities, projects and challenges.
- It has its origins in initial research funding secured with the Higher Education Academy (HEA) and more recently has been supported through HEFCE's Catalyst Fund. It has creatively integrated two

key philosophies and service areas - that of internationalisation and employability into the student experience offer at the university.

- Most universities are shaping their offers on each of these agendas separately, whereas, the GTP merges these together and places the student, and their 'learning careers', at the heart of its proposition.

## 2. Leadership and organisational management

- The Programme has been shaped through leadership oversight provided by the pan institutional Global Talent and Employability Group (GTEG) as a sub-group of the University Leadership Team (ULT) chaired by the OVC (Global Engagement)
- This group, which has met on a monthly basis, has played a key role in enabling us to integrate the GTP into the fabric of the institution and establish it as the cornerstone of our wider employability offer.

## 3. Innovation in design, personalisation of experience

- The Programme is characterised by co-creation with employers, staff and students. It is unique in that it draws together a cross-section of academic and professional service staff in making a shift from a service-led to a learner-led model of student support.
- Available to all students at BU, the Programme has been specifically designed to enable students to develop and put into practice a range of global talent attributes required by the future workforce and workplace – Global Mindsets, Global Heartsets and Global Skillsets
- Provides innovative gamification-driven student experience delivered in both a self-directed and a facilitated format enabling immersive cross-disciplinary and cross-cultural learning that is personalised
- Delivers targeted employability support through over 110 on-campus, digital and international opportunities, experiences, games, events and workshops tailoring the experience to the learner

## 4. Progress and achievements

- The GTP has been awarded £25,000 by the Higher Education Academy's Strategic Excellence Initiative; the Programme has also been awarded a further £100,000 from HEFCE in 2016-17
- The GTP has enabled impact through over 20 student-led experiential and practical learning projects in China, India, Malaysia and Indonesia; and we have undertaken pilot work in India and China with over 500 youth (14-18 age group)
- To date, just over 7% of all BU students on campus have engaged with the GTP
- A cutting edge virtual learning environment (VLE), known as the GTP Portal, alongside a mobile App provide an enhanced and flexible learning experience for students by giving them access to a library of learning materials and online gamified content
- In the pilot year in 2015/16, the GTP was open to a targeted group of just over 200 predominantly postgraduate students starting their course in January 2016. By the end of the pilot in May 2016, a total of 188 had engaged with the programme.
- The pilot GTP pilot has successfully enabled the refinement of the underpinning framework prior to the launch of the GTP to all BU students in 2016-17, which has seen 600 students engage on the Programme. It has experienced significant growth by over 200% in 2016-17 against an ambitious target of year on year growth of 50% over the next 5 years

- Strong employer focus, whereby 71% of the Programme’s core sessions were delivered by employers, consultants, social entrepreneurs and other industry practitioners in 2016-17 – an increase of 21% since 2015-16

## 5. Next steps/future developments

Through its pioneering learner-led approach, the GTP is BU’s flagship programme for supporting students to enhance their employability. Going forward, the GTP will:

- Enable 10% of our overall student population to engage with the GTP in 2017-18
- Further integrate the curricular, co-curricular and extra-curricular offer for students

A comprehensive methodology has been embedded to monitor the ongoing and longitudinal impact by tracking the student experience, level of support and learning gain on each stage of the GTP and post-graduation.

## 6. Key publications and outputs

### Articles:

- Minocha, S., Hristov, D. and Leahy-Harland, S. (2018: *out for review*) The Global Talent Programme at BU: Developing Future-ready Global Workforce, The International Journal of Management Education.

### Reports/Books:

- Minocha, S., Hristov, D. and Sreedharan, C. (2018) Global Talent in India – Challenges and Opportunities for Skills Development in Higher Education, ISBN: 978-1-9999525-0-1.
- Minocha, S. and Hristov, D. (2018: *forthcoming*) Global Talent Management: An Integrated Perspective. Sage. (Expected release summer 2018).

### Blogs/Press coverage:

- Times Higher Education (2018) Indian graduates ‘unprepared’ for workplace, study warns. Available at: <https://www.timeshighereducation.com/news/indian-graduates-unprepared-workplace-study-warns> (Accessed 26 February 2018).
- Hristov, D. and Minocha, S. (2017) The Role of Graduate Employability in Economic Productivity in the UK - Chartered Association of Business Schools Available at: <https://charteredabs.org/role-graduate-employability-economic-productivity-uk/> (Accessed 12 October 2017)
- Hristov, D. and Minocha, S. (2017) Making internationalisation and employability work together. Universities UK International. Available at: <http://www.universitiesuk.ac.uk/International/Pages/making-internationalisation-and-employability-work-together.aspx> (Accessed 13 July 2017)

- Bournemouth Echo (2017) BU's Global Talent Programme hailed a huge success. Available at: [http://www.bournemouthecho.co.uk/news/districts/bournemouth/15391702.Uni\\_students\\_travelling\\_the\\_world\\_to\\_prepare\\_for\\_the\\_global\\_workplace/](http://www.bournemouthecho.co.uk/news/districts/bournemouth/15391702.Uni_students_travelling_the_world_to_prepare_for_the_global_workplace/)
- Bury Times (2017) BU's Global Talent Programme hailed a huge success. Available at: [http://www.burytimes.co.uk/news/15391702.Uni\\_students\\_travelling\\_the\\_world\\_to\\_prepare\\_for\\_the\\_global\\_workplace/](http://www.burytimes.co.uk/news/15391702.Uni_students_travelling_the_world_to_prepare_for_the_global_workplace/) (Accessed 5 March 2018)
- Crowd (2017) Bournemouth University's Global Talent Programme. Available at: <http://thisiscrowd.com/news/bournemouth-universitys-global-talent-programme/> (Accessed 5 March 2018)

## Why Global Talent Matters

The World Economic Forum predicts that by 2020, more than one-third (35%) of the skills that are considered important in today's workforce will have changed considerably. Major disruptions will transform the way we work and the future workforce will need to align their skillsets to keep pace with such disruptions.

This shift provides employers and universities with an opportunity to work together more closely and more collaboratively to help shape the next generation of talent and respond to the changing dynamics and needs of today's and tomorrow's working environment.



The Global Talent Programme is the result of our ongoing partnership with a number of regional, national and international employers, ensuring that it remains at the forefront of latest thinking and developments for all participants.