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Mobilizing Minds at All Fronts: Organizational, National, International

Anna G. Bodunkova *

목 차

Abstract

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Abstract

This paper aims to present the study of the latest research of McKinsey experts on the problems of knowledge and talent management. Knowledge as a key factor of success within knowledge-based economy requires from executives better awareness and deeper understanding of the trends characterizing development of local, regional, and global markets. Ongoing globalization, technological and IT advancements together with demographic challenges make top-managers modify their strategies to take the advantage of the vast opportunities and lessen the impact of the hidden threats. Sooner or later every executive will have to adequately respond to the challenges of the new environment, the one that places a premium on collaboration, knowledge and talent management at all organizational levels, in all industries and sectors of economy, in all countries, and on all continents.

Key words: knowledge management, talent management, knowledge marketplace, talent marketplace, intangibles, formal networks

국문초록

본 논문의 목적은 지식 및 인재 경영의 문제점에 관한 매킨지(McKinsey) 컨설턴트들의 최근 연구를 소개하는데 있다. 지식기반 경제에서 성공의 핵심요소인 지식은 경영인에게 지역이나 세계 시장의 발달로 특징지어지는 경향에 대한 상당한 인식과 심도 있는 이해를 요구한다. 인구통계학적 문제와 더불어 계속되는 세계화와 기술 및 IT분야의 발전은 최고경영진들이 다양한 기회를 이용하는 전략을 수정하고, 보이지 않는 위협들로부터의 영향을 줄이도록 한다. 조만간, 모든 경영진들이 모든 조직적인 부분, 모든 산업과 경제 분야, 국가 그리고 모든 대륙에서 협력과 지식 및 인재 경영을 특히 중요하게 여기는 이 새로운 환경에서 생겨나는 여러 가지 문제점들에 대해 적절하게 대응을 해야 할 것이다.

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