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Career Development & Training in a Flattened World

The rapid and exponential development of technology has flattened the world and enabled it to connect more closely and easily. This globalization trend impacts not only on companies but also on individuals in the area of training and development. The case of how a multi-national company changed its talent development strategies and processes will be discussed in the presentation to illustrate this view. When planning career development and training programs, both employee and company need to focus on the overall life span of the employee and how it fits with the business strategy instead of focusing solely on the traditional “right fit for the right job”.