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Building Inclusive Global Work Culture

For a global organisation, it is important to ensure an all-inclusive approach, taking along the complete set of workforce whilst ensuring to sync it with the core philosophy of the organisation.



A smooth global workforce management practice is often challenged by issues such as lack of cultural integration, non-alignment with country specific work ethics and lack of workforce motivation and integration. To work around such demography-generated variations, it becomes crucial for organisations to integrate with local norms and cultural aspects specific to the respective geography. The ideal way is to decentralise management bandwidth and hire local leaders instead of remote management. For perfect adherence to country specific laws and practices, having a strong local HR team that is aligned to global HR team is absolutely necessary. Managing employees also entails ensuring their passion and commitment for the brand remains intact. The focus should therefore be on building inclusive global work culture with clear career roadmap including global postings etc. as well as initiatives such as periodic Global CEO townhalls to get the local teams to align with the global vision. Eventually, for effective global workforce management, it is important to decentralise leadership management bandwidth by hiring key local leaders to run operations, never losing the focus on the global vision.”