

Driving the Change: Global Talent Management for Effective Philanthropy

Join in online!

If you're interested in writing either an op-ed style article for our website or the session report, or a personal reflection blog post while you're here this week, please let Salzburg Global Editor Louise Hallman know or email your submission directly to lhallman@salzburgglobal.org.

If you do intend to write for your own organization either while you're here or after the session, please make sure to observe the **Chatham House Rule** (information on which is in your Welcome Pack). If you're in any doubt, do not hesitate to contact Louise.

We'll be updating our website with summaries from the panels and interviews with our Fellows, all of which you can find on the session page: www.SalzburgGlobal.org/go/581

You can also join in the conversation on Twitter with the hashtag [#SGSphil](#) and see all your fellow Fellows and their organizations on Twitter via the list www.twitter.com/salzburgglobal/lists/SGS-581

We're updating our Facebook page www.facebook.com/SalzburgGlobal and our Flickr stream www.flickr.com/SalzburgGlobal with photos from the session during this week and also after the session. If you require non-watermarked images for your own publication, please let Louise know.

We will also be posting photos to Instagram [@SalzburgGlobal](http://www.instagram.com/SalzburgGlobal). Use the hashtag [#SGSphil](#) and we might feature your photos in the newsletter!

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People power for philanthropy

In a period of mistrust of our institutions, and crisis in our governance and corporate systems, the philanthropic sector is playing an important role in bridging divides, re-establishing trust, and addressing the need for a new civic imagination that is inclusive of all people in a globalized connected world.

While significant attention is paid to the financial resources at stake in philanthropy, less focus is given to the skills that make grantmaking for the public good possible.

In philanthropies, human resources can often be viewed simply as an administration function responsible for payroll, benefits administration and logistical aspects of recruitment. In the business world, however, there are signs it can be utilized for other positive purposes.

The global corporate sector has myriad examples of human resource operations prioritizing the recruitment, development and engagement of talented employees. Businesses invest their time in forward planning and carefully-executed policies for employee engagement, training and evaluation to optimize organisational resilience and performance.

As the global philanthropic sector continues to expand, there will be a greater need for philanthropic institutions to recognize the importance of human resources in attracting, recruiting, and engaging talented staff who can help take their organizations forward.

On Sunday evening, 30 human resources professionals and executive directors of foundations convened at Schloss Leopoldskron, in Salzburg, Austria, for the start of the session *Driving the Change*:

Global Talent Management for Effective Philanthropy. Over the next days, they will discuss the challenges surrounding talent management, and the practices which can be implemented to achieve better results.

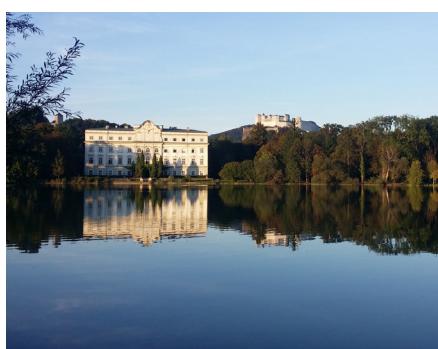
The session, which will reach a conclusion on Wednesday, will see participants share insights from various regions and aggregate perspectives and experiences from specific areas of expertise within human resources.

They will attend lectures, take part in group discussions, and focus on developing ways to improve perceptions of talent management in philanthropies. Smaller group conversations will highlight new and ongoing challenges to talent management, identify specific skill and leadership training opportunities, and expand the network of talent management professionals in the philanthropic sector.

Looking ahead to 2030, participants will consider the key trends for the philanthropic sector and how they might vary between major global regions. They will also be asked to assess what kind of talent and skills foundations will need now and in the future and how the recruitment process can be designed to meet this.

Special attention will also be paid to the most innovative practices in talent management and how these can be applied to the philanthropic sector. By the end of the program, participants will produce a concise set of recommendations for dissemination to the global philanthropic sector.

This session is part of Salzburg Global's longstanding series *Optimizing Institutional Philanthropy*, and also builds on the first meeting held at the Rockefeller Foundation's Bellagio Center in 2013.





What are you hoping to gain from this experience?

Mirva Villa

“This is a wonderful opportunity to expand the conversation on the important role of talent management in enabling philanthropy to be more effective, courageous, and impactful for society globally. We are grateful to be hosting this group, and look forward to inspiring collaborative solutions and creating lasting networks among the participants.”

Andrew Ho

*US Development Director,
Salzburg Global Seminar, Washington DC*

“I really look forward to meeting all these people in the non-profit sector from all over the world. I’d like to share and get more from other people’s experiences, and to see if we can come up with something that we can apply to our daily work. I’d also like share what I’ve learned from this event with other organizations in China.”

Sue Su

*Secretary General, Huang Yicong Foundation,
China*

“Our work is quite unique because we focus on women’s rights. The kind of talents that we need to get our work done is kind of broad in a sense, but narrow in another, because women’s rights is not something that most people focus on. I want to learn from other international NGOs how they manage their talents, and how I can take it back home and diversify ours, so that we will benefit.”

Grace Amenyogbeli

HR and Administration Manager, African Women’s Development Fund, Ghana

“The opportunity to be here could help us understand how to better manage the talent in our foundation... Our foundation is a small one, but it’s one of the most important ones in Colombia. Having more tools to manage the talent in the education sector is very important, because we have a big influence on other organizations and NGOs that work with us. So this experience is not just for us.”

Liliana Vergel

Social Projects Manager, Corona Foundation, Colombia

“In the environment [sector] in general, we work with different tools and we are always innovating. So it’s hard to have people ready... You have to invest a lot in [developing] their technical competences and soft skills. Sometimes the people only care about the environment, they only know the environment, they are specialists... But as the manager or the director, you also have to take care of the people, the budget, the planning, the future of the organization. So I’m hoping to get some ideas on that and go back inspired.”

Malu Nunes

Executive Director, Boticário Group Foundation, Brazil

Why are you here in Salzburg?
What are you hoping to gain for you and your organization this week?
Tweet at us and let us know!

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