

Talent and Innovation: a few pointers

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Geneva, 9 January 2014

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Main points

- What is GII ? What is GTCI ? Why is INSEAD doing this ?
- Main results and key policy messages
- Is Switzerland such a good example ?



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The Global Innovation Index 2013

The Local Dynamics of Innovation



booz&co.

CII
Confederation of
Indian Industry

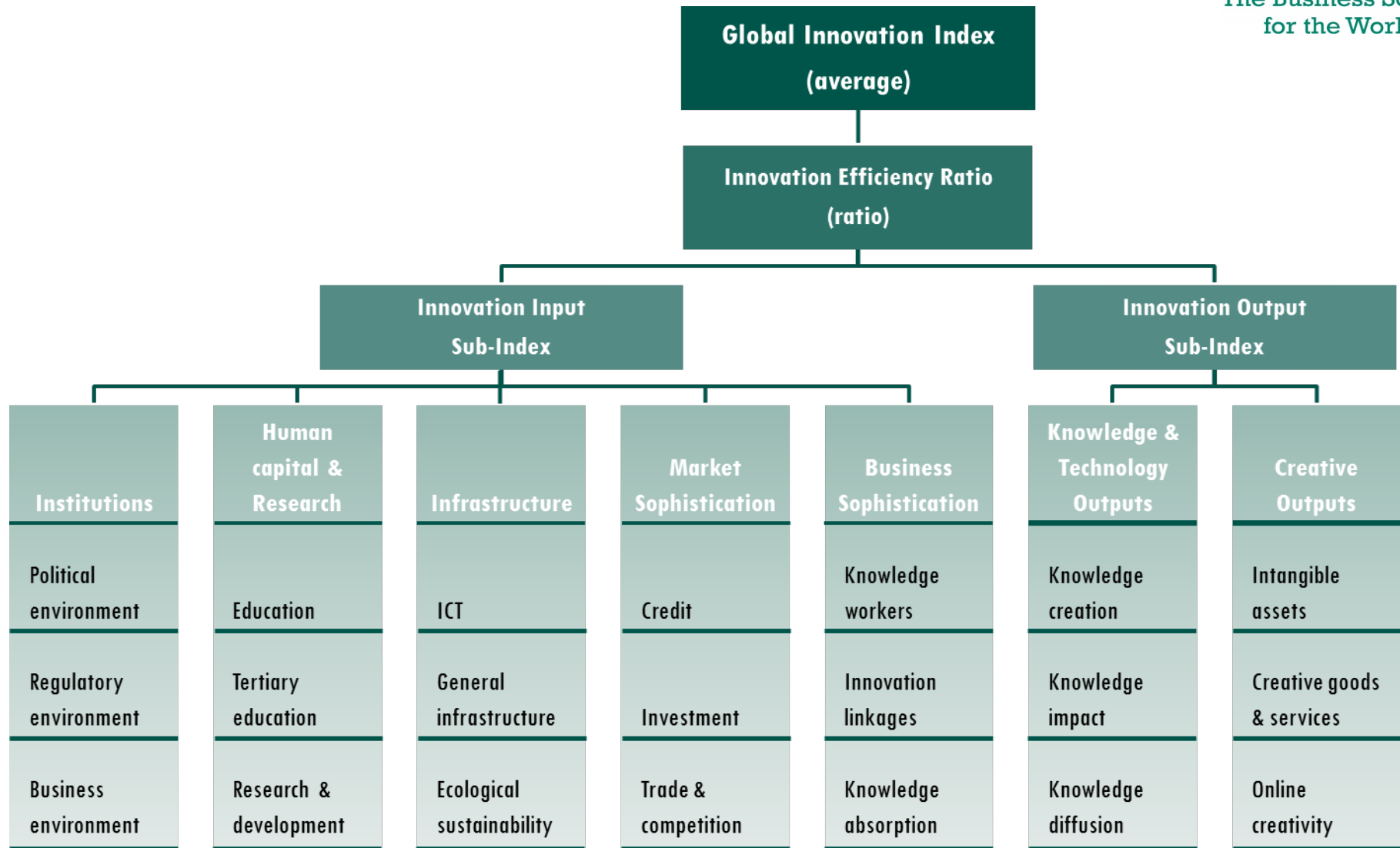


HUAWEI

Innovation is a mindset

What is the GII ?

A tool for action around 84 metrics



GII is a globally recognized multi-stakeholder effort

Co-published by Cornell University, INSEAD and WIPO

Four Knowledge Partners:
Booz & Company, the
Confederation of Indian
Industry, du, and Huawei

Independent statistical audit
by the Joint Research Centre
of the European Commission

International advisory board



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Indian Industry

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GII 2013 rankings – Top 10

| Input Sub-Index | Output Sub-Index | Efficiency Ratio | GII |
|---|---|--|--|
| <ol style="list-style-type: none"> 1. Singapore 2. Hong Kong (China) 3. United States of America 4. United Kingdom 5. Sweden 6. Finland 7. Switzerland 8. Denmark 9. Canada 10. Netherlands | <ol style="list-style-type: none"> 1. Switzerland 2. Netherlands 3. Sweden 4. United Kingdom 5. Malta 6. Luxembourg 7. Iceland 8. Finland 9. Israel 10. Germany | <ol style="list-style-type: none"> 1. Mali 2. Moldova, Rep. 3. Guinea 4. Malta 5. Swaziland 6. Indonesia 7. Nigeria 8. Kuwait 9. Costa Rica 10. Venezuela, Bolivarian Rep. | <ol style="list-style-type: none"> 1. Switzerland 2. Sweden 3. United Kingdom 4. Netherlands 5. United States of America 6. Finland 7. Hong Kong (China) 8. Singapore 9. Denmark 10. Ireland |

The Global Talent Competitiveness Index 2013

Talent is the ultimate
competitiveness
resource

What is the GTCI ?



Bruno Lanvin and Paul Evans, Editors

The GTCI is a multi-stakeholder effort

Research undertaken by
INSEAD

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Three partners: the Human
Capital Leadership Institute and
Adecco, with INSEAD



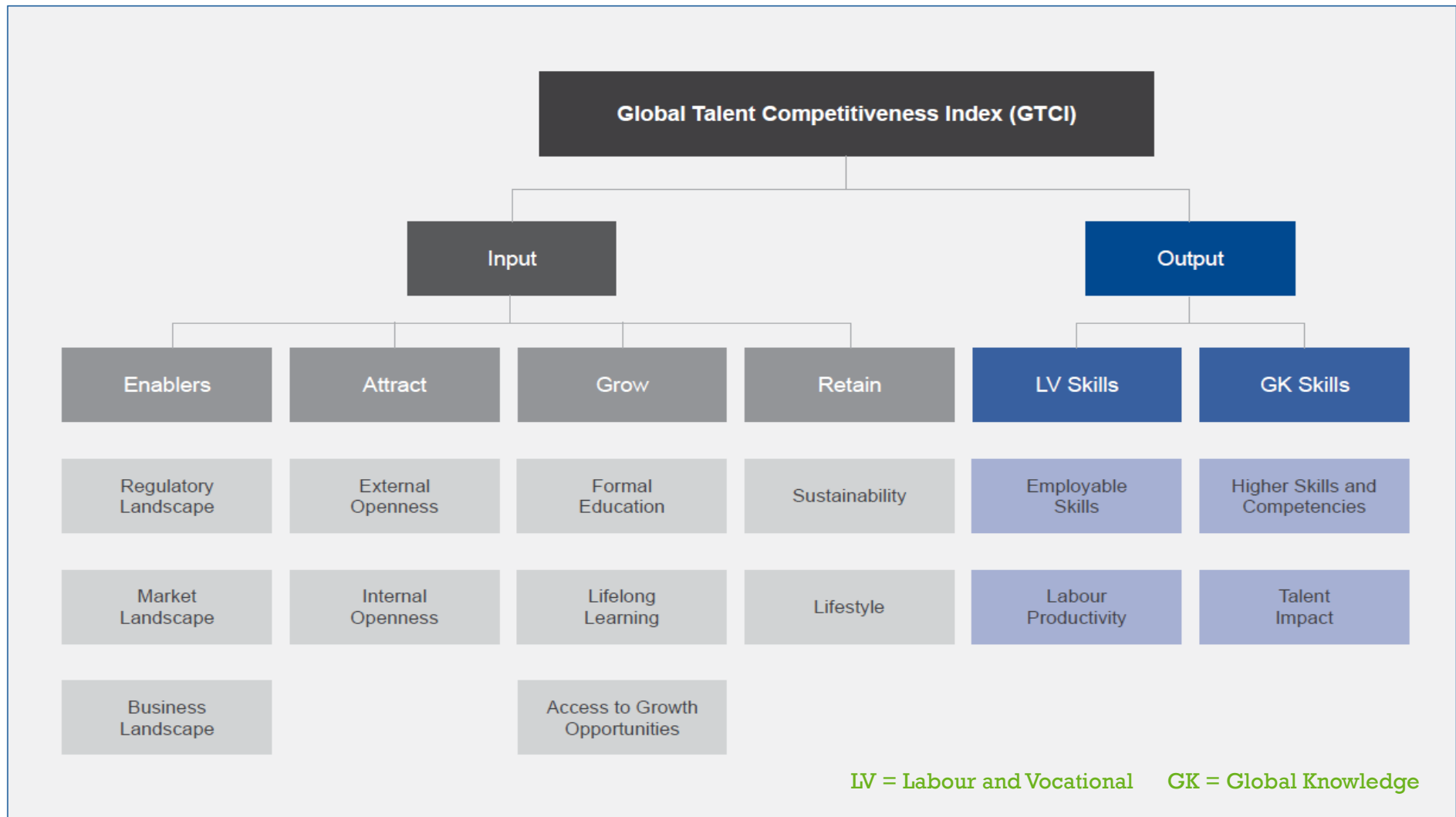
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Independent statistical audit by
the Joint Research Centre of the
European Commission



A tool for Action covering 103 Countries



GTCI Rankings - 2013

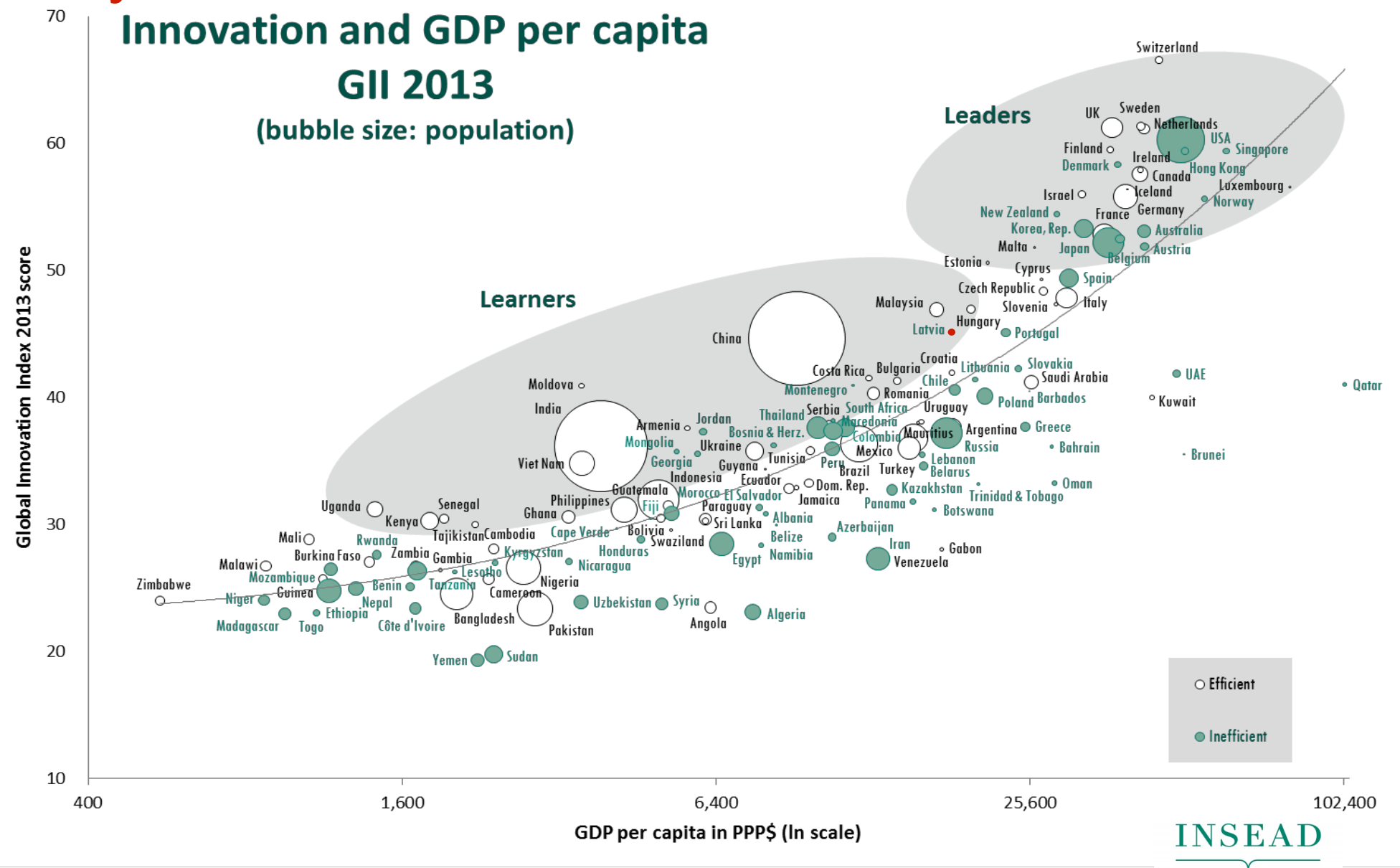
| GTCI | GTCI Input | GTCI Output |
|--------------------------|-------------------|--------------------|
| 1. Switzerland | 1. Switzerland | 1. Switzerland |
| 2. Singapore | 2. Singapore | 2. Luxembourg |
| 3. Denmark | 3. Sweden | 3. Denmark |
| 4. Sweden | 4. Netherlands | 4. Iceland |
| 5. Luxembourg | 5. United Kingdom | 5. United States |
| 6. Netherlands | 6. Belgium | 6. Singapore |
| 7. United Kingdom | 7. Denmark | 7. Finland |
| 8. Finland | 8. Finland | 8. United Kingdom |
| 9. United States | 9. Luxembourg | 9. Sweden |
| 10. Iceland | 10. Canada | 10. Netherlands |

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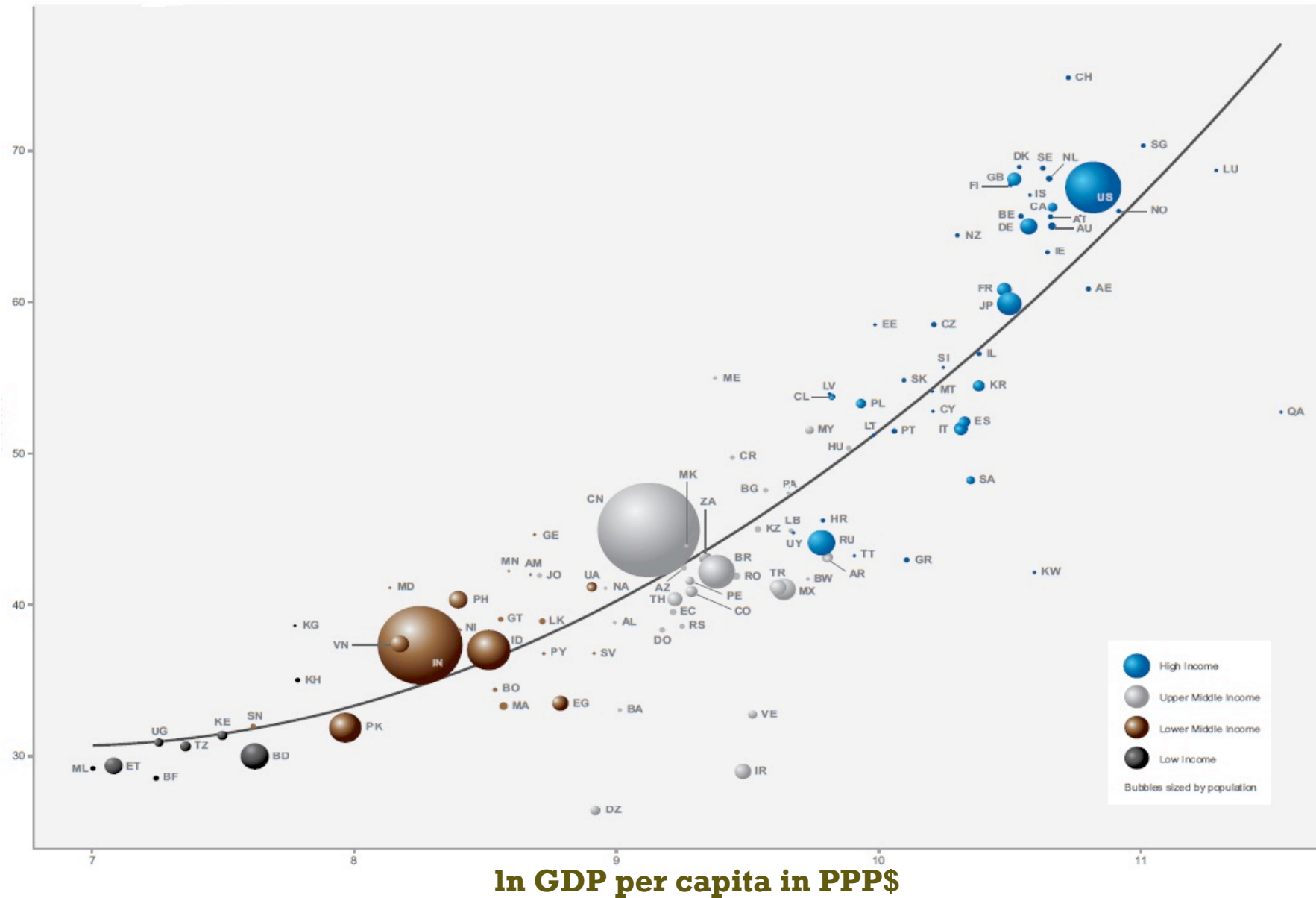


Do you need to be rich to be innovative ?



INSEAD

GTCI Score



Key policy messages

- Innovation is a global game
- An innovation divide persists
- Local dynamics are key
- Original ecosystems emerging
- Talent is key to competitiveness
- Talent policies linked to income
- Major changes are coming
- Countries are not sole players

GII

GTCI

Why is INSEAD doing this ?

- We would have good reasons not to do it
- Yet, we see value
- Linking micro and macro
- Offering a tool for action, a platform for dialogue

Global Indices at INSEAD

GITR (published since 2001 with the World Economic Forum)
technology and competitiveness



GII (since 2007), produced with WIPO, Booz, Huawei, Du
innovation



GTCI (first year of issue: 2013)
global talent competitiveness

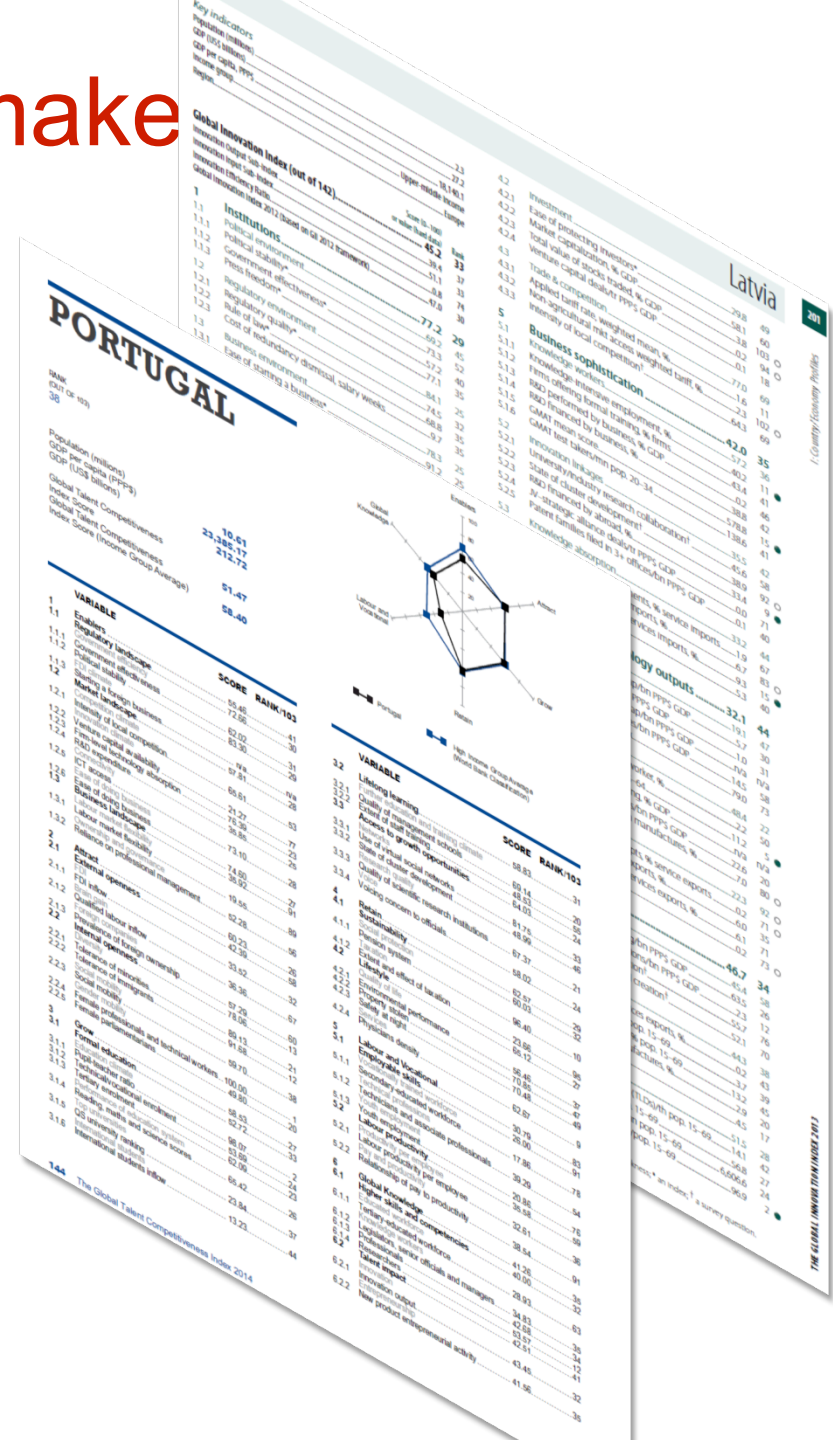


Benchmarks for policymake

- Measuring innovation and talent attractiveness are moving targets.
- GI(I) and GTCI help identify targeted policies, good practices, and other levers to foster innovation and talent attractiveness.
- Country profiles include strengths and weaknesses.
- Global country rankings attract media attention, but they are not the main part of INSEAD's global indices.

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Visibility 1 : press and media

GTCI 2013 : a preliminary assessment of press/media impact

Page views since posting at 10am on 28 November 2013 - **4,791** (this compares with roughly 2000 page views across all of Knowledge every day. Anything above 2000 for one article is an impressive spike)

Social media shares: **418**

- LinkedIn: 144
- Twitter: 119
- Facebook: 155
- Google+: 16

Video views: **545**

Subscriber email: total opens so far: **14,264**
(for comparison, GII in first week: 10,6769)

Top markets:
US: 21.1%
UK: 8.4%
France: 8.1%
Singapore: 7.3%
India: 4.4%

Compared with the **Global Innovation Index:**
GII in first week: **10,676**
GII from July 1 to today: **23,056**
Social media shares: **2,031**

- LinkedIn: 661
- Twitter: 794
- Facebook: 541
- Google+: 35


Visibility 2 : Global Indices on the web

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INSEAD Global Indices

One-click access

Global Talent Competitiveness Index



- > Overview
- > Global Innovation Index
- > Global Information Technology Report
- > **Global Talent Competitiveness Index**
- > GTCI 2013 Report
- > The GTCI Model
- > GTCI Partners
- > GTCI Advisory Board
- > Global Launch
- > Team

Talent Competitiveness



Global launch of the Global Talent Competitiveness Index
26 November 2013
INSEAD Asia campus, Singapore

The Global Talent Competitiveness Index (GTCI)

The Global Talent Competitiveness Index (GTCI) is an innovative, annual benchmarking study, encompassing 103 countries. The GTCI introduces the dimension of talent/human capital and its connection to competitiveness. The 48 variables are grouped into talent enablers, attraction, growth, retention as well as output in terms of vocational and global knowledge skills. It has been based on research conducted by INSEAD (led by Bruno Lanvin, Executive Director for Global Indices and Professor Paul Evans, Academic Director for the Global Talent Competitiveness Index) and the Human Capital Leadership Institute.

GTCI on
KNOW

GTCI in the
and Media

Share



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KNOWLEDGE
INSIGHT | INTELLIGENCE



THE TOP COUNTRIES FOR

Countries focused on fostering talent mobility and...

Visibility 3 : shaping the global agenda

GII launch 2013 : High Level Segment of ECOSOC (Geneva, 1st July)



Visibility 4 : involving the INSEAD community in global multistakeholder debates

**GTCI Launch Conference on 26 Nov 2013 : 200+ attendees
with live webcast and social media campaign**



Building bridges between government, business & academia



INSEAD Alumni Reunion – Geneva, 9 Jan 2014 – Bruno LANVIN

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Switzerland is special

- A small country with a strong engineering culture
 - A rare relationship between education and innovation
 - Multi-polar excellence
- GII**
- A tradition of openness, stimulated by geography
 - A multilingual society
 - An ability to attract talent that may be difficult to duplicate
- GTCI**

What the world can learn from Switzerland

- Innovation is a global game; play it globally
- Innovation is largely a silent game; play it quietly
- Excellence is a state of mind; all GII pillars matter
- It matters to be on time
- Talent is key to competitiveness
- Being small can be an advantage
- In a global economy, openness is key to success

GI

GT

Bruno Lanvin

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Européenne de l'INSEAD

Directeur Exécutif des Indices
Mondiaux à l'INSEAD



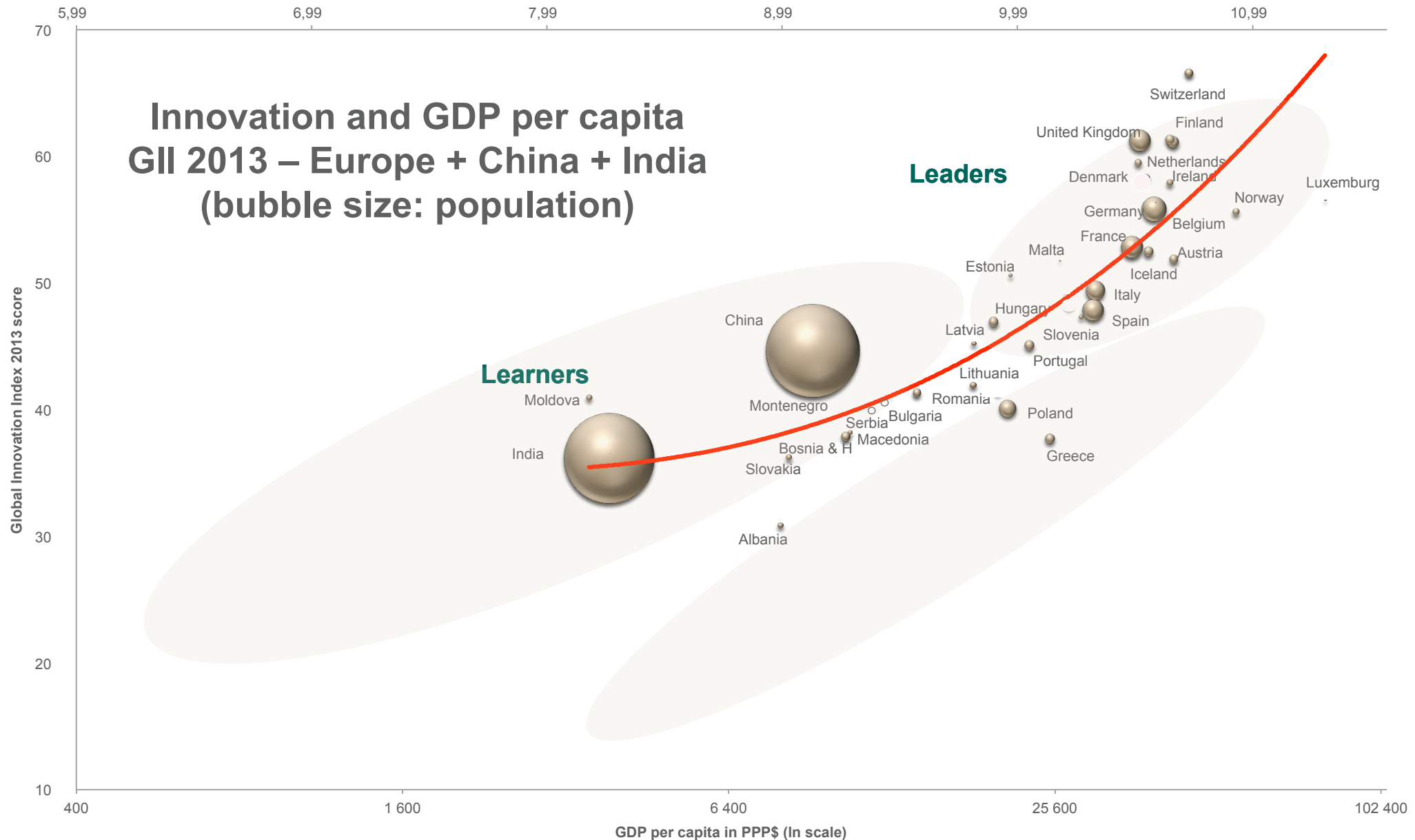
Visit us at : <http://global-indices.insead.edu> ; and:

<http://centres.insead.edu/eu-competitiveness-initiative>

GII and GTCI 2013

Annexes

Innovation and GDP per capita GII 2013 – Europe + China + India (bubble size: population)

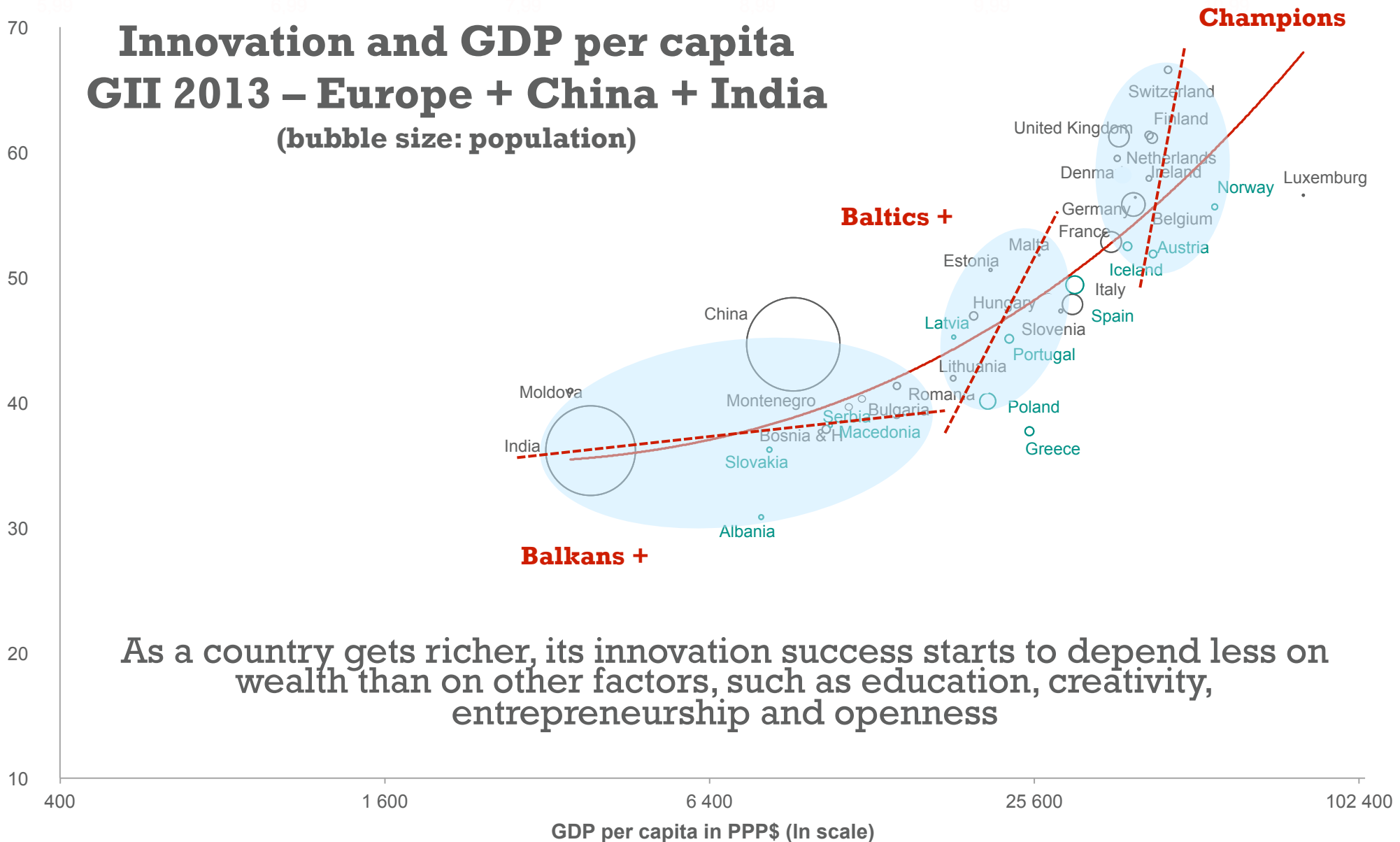


Innovation and GDP per capita

GII 2013 – Europe + China + India

(bubble size: population)

Global Innovation Index 2013 score





INSEAD Alumni Reunion – Geneva, 9 Jan 2014 – Bruno LANVIN