

HIRING THE FIRST INTERNATIONAL IN YOUR SME

[Summary of article]

Poornima Luthra recently contributed to an article in [The Local](#) – an English-language online newspaper in Denmark. Sarah Redhohl, the reporter, examines the experiences of Danish SMEs recruiting their first non-Danish employee.

Labour shortages are the key reason for looking outside Denmark, reports SMVdanmark. The lack of HR resources to manage this process of international recruitment is one key barrier, but Poornima Luthra emphasises that it is SMEs' concerns about having to change their workplace culture, or a lack of awareness of having to consider this, which makes the successful onboarding and retention of international talent challenging. She says:

“Often, their workplace culture is the founder’s culture, which is great, but there is the question of whether or not that culture is inclusive for diverse talent”.

But Poornima Luthra makes the point that awareness of the need to ‘fit in’ (on the part of the international employee) and the need to develop more an inclusive workplace culture (by the SME) goes both ways – something all stakeholders need to commit to.

To read more, [click here](#) to access The Local’s paywall.