



# The value of Language Learning in the workplace

In today's global business environment, language skills have become increasingly essential for workplace success.

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The recruitment of individuals possessing the right language proficiency, coupled with ongoing development initiatives, holds immense potential to unlock countless benefits.

Beyond improving communication with clients and partners, language proficiency plays a pivotal role in building trust, enhancing employee loyalty and retention, encouraging international economic growth and promoting a diverse and enriching environment for employees.

# Here are four ways language skills can be extremely valuable in the workplace, according to recent research and business leaders.

1

## More Effective Communication

Effective communication is crucial for business success, and language skills can significantly enhance it. For recruiting processes, it is imperative to prioritise individuals who can successfully communicate in one or more languages relevant to their position. Consequently, when your workforce communicates in one common language with confidence, they can engage in seamless interactions and build stronger relationships with customers, suppliers and colleagues from all over the world. Plus, language skills can help reduce misunderstandings and build trust, yielding business outcomes.

3

## Creating a More Inclusive Workplace

Language learning initiatives within the workplace have the power to create a more inclusive and welcoming environment. By offering employees the opportunity to learn and utilize different languages, organizations foster diversity, equity, and inclusion. Language skills facilitate effective communication and collaboration among employees from diverse cultural backgrounds, leading to a more enriching work environment. This inclusive culture, in turn, positively impacts organizational culture and performance. Language testing during the recruitment process opens businesses up to building these diverse workforces, in turn expanding the talent pool.

2

## Improving Employee Retention and Loyalty

Offering language learning opportunities to your workforce can also improve retention and motivation. When employees feel that their employer invests in their personal and professional growth, they are more likely to stay with the organization long-term.

4

## Driving Global Business Success

Language skills are critical for driving global business success. When businesses can communicate effectively with clients and stakeholders from different countries, they can expand their reach and tap into new markets. In addition, language skills can help businesses navigate cultural differences and adapt to local customs and practices, unlocking new and better business opportunities. By prioritising language learning, organisations position themselves for success in the global marketplace.

“According to a LinkedIn report, 94% of employees say they’d stay at a company longer if they invested in their L&D.”

– [learning.linkedin.com/resources/workplace-learning-report](https://learning.linkedin.com/resources/workplace-learning-report)

Additionally, language learning can also contribute to employees’ personal and cultural growth, which can enhance job satisfaction and loyalty.

**Language skills are essential for workplace success, and Talent Acquisition Managers and L&D Managers can play a significant role in recognising the significance of language proficiency in their organisations.**

By incorporating language learning into their recruitment processes and development programs, HR Professionals can find the right talent, support their employees with personal and professional growth, while furthering business success within an increasingly interconnected world.

### References

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