

Talent Management



Defining Talent

COMPETENCE

Right person,
right place, right
time, right skills

COMMITMENT

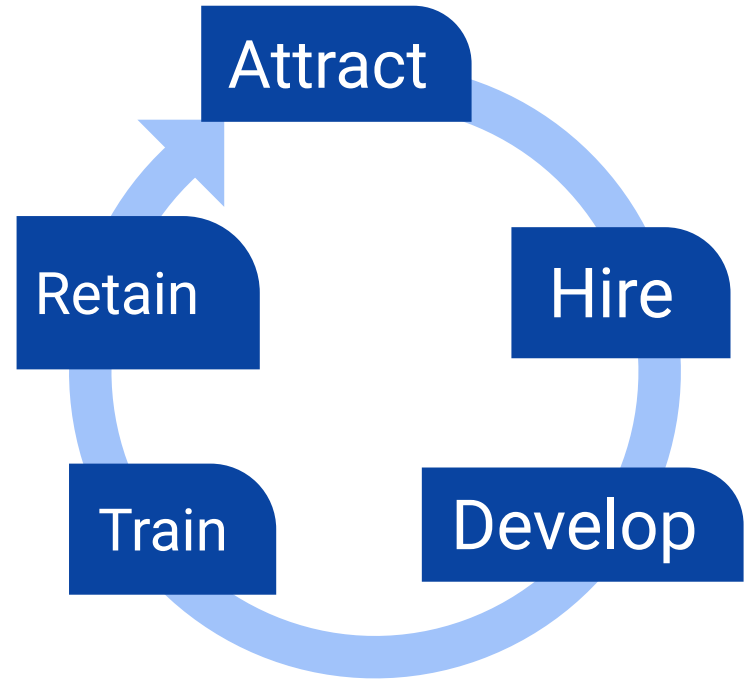
Value proposition:
what do I give?
what do I get?

CONTRIBUTION

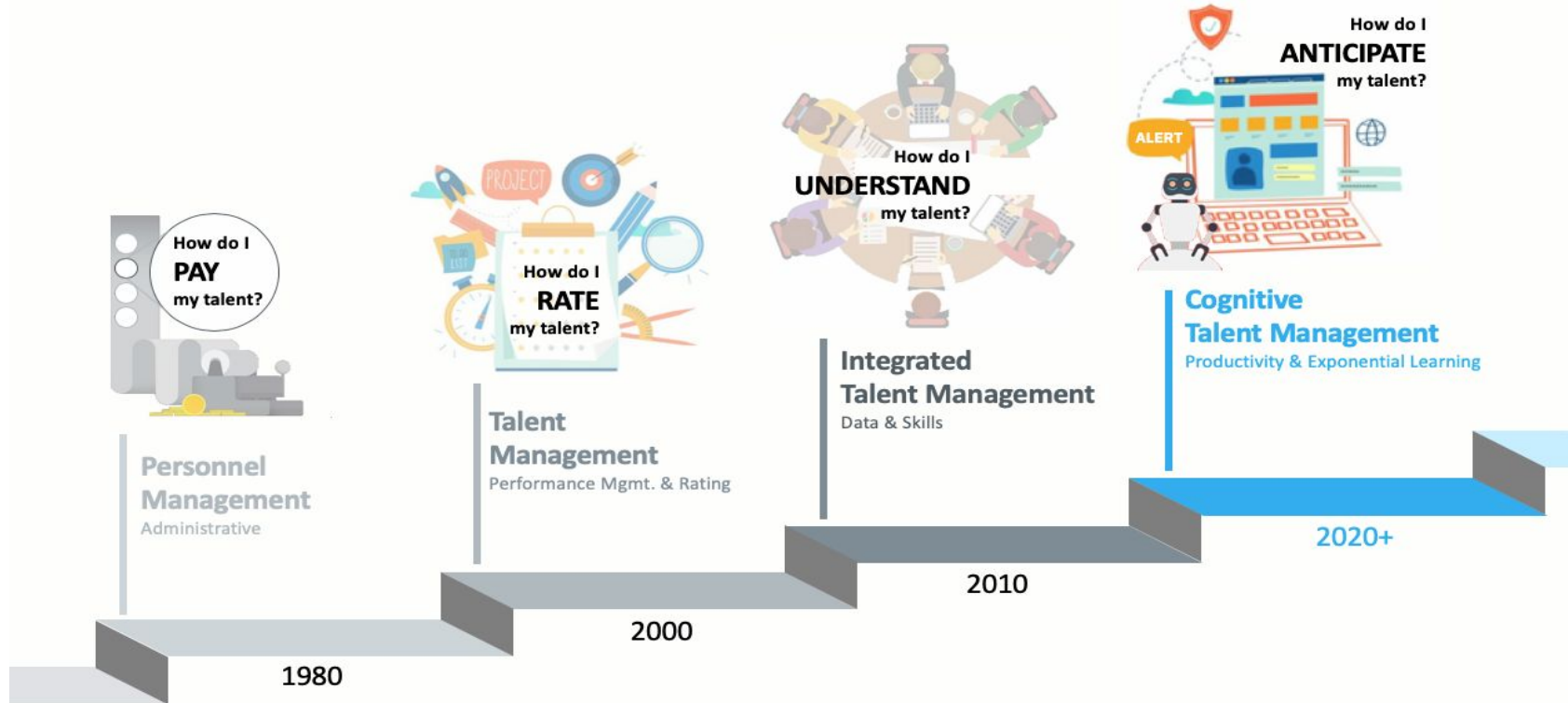
How can meaning
be created in the
organization?

Definition of Talent Management

The capability and skills to attract, develop, retain and obtain the maximum performance of the most critical and decisive professionals for a company by means of differentiated management practices to meet current and future business objectives.



Evolution of Talent Management



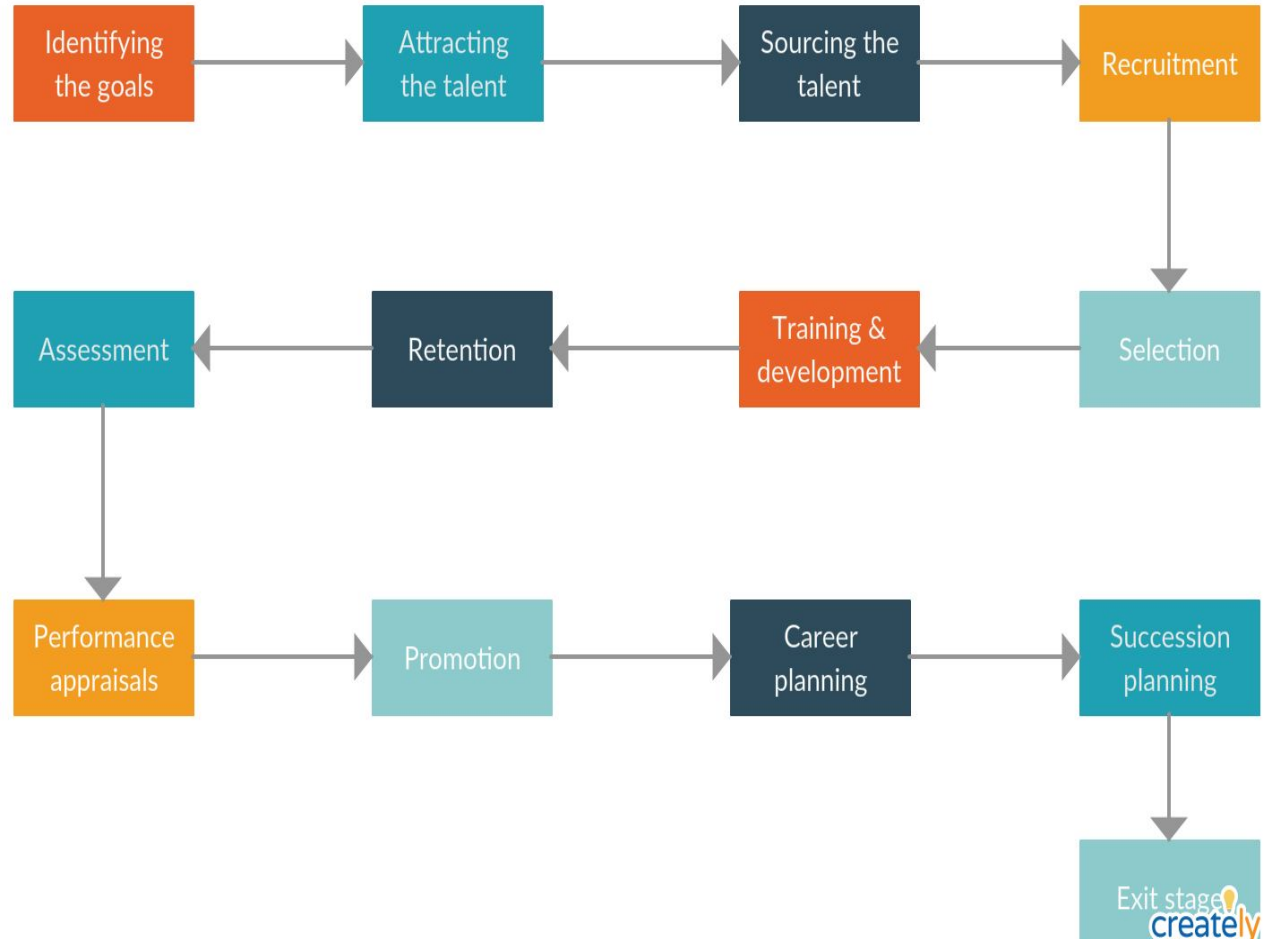
Importance of Talent Management

How CEOs Rank Talent Management



Source: Economist Intelligence Unit

Process of Talent Management



Benefits of Talent Management

**Right person
in the right
job**

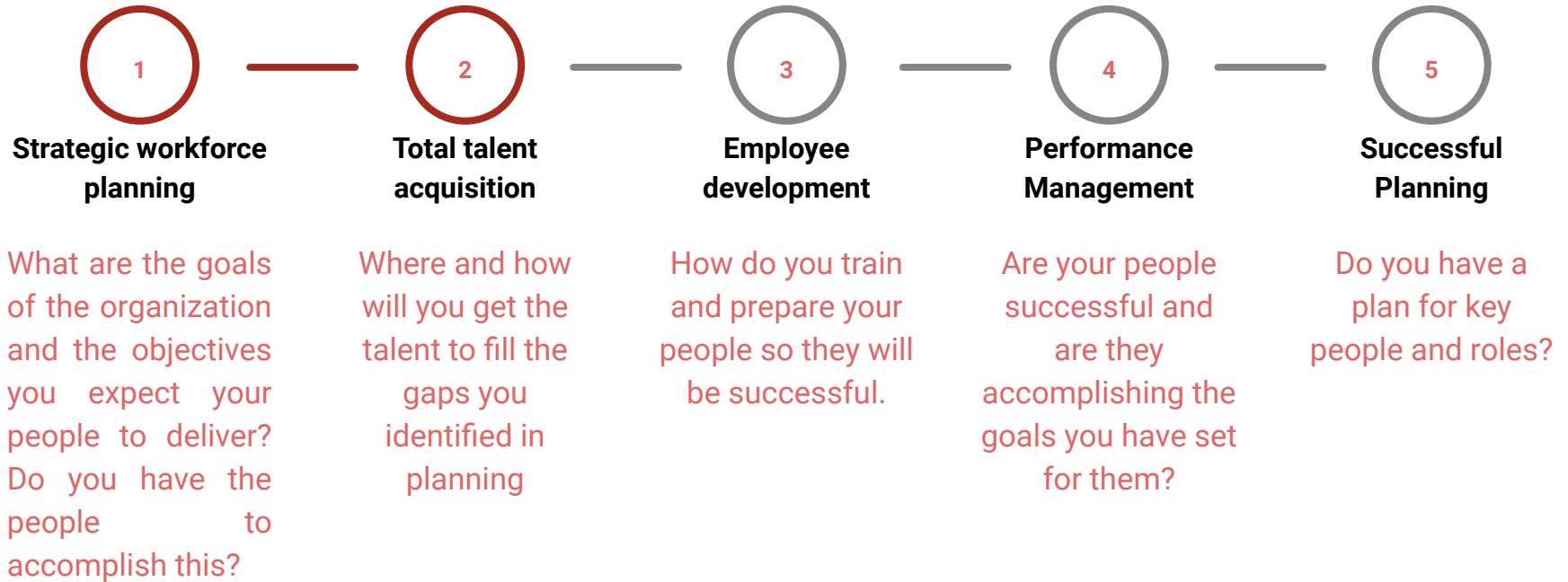
**Know your
employees**

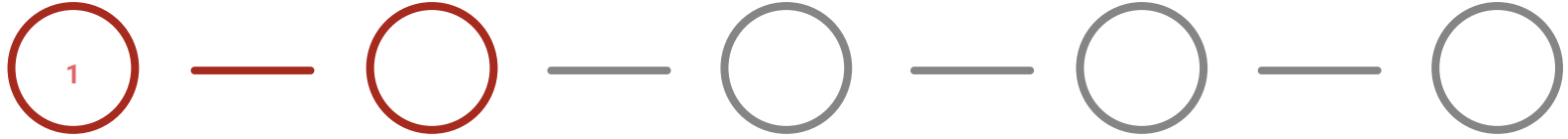
**Retaining the
top talent**

Better Hiring

**Succeed over
competitors**

Key elements of Talent Management





**Strategic workforce
planning**

- Determining desired end results
- Cascade the goals down to departments
- Requires accomplishments of key tasks by people
- Plan workforce and identify needs, availability and possible gaps.



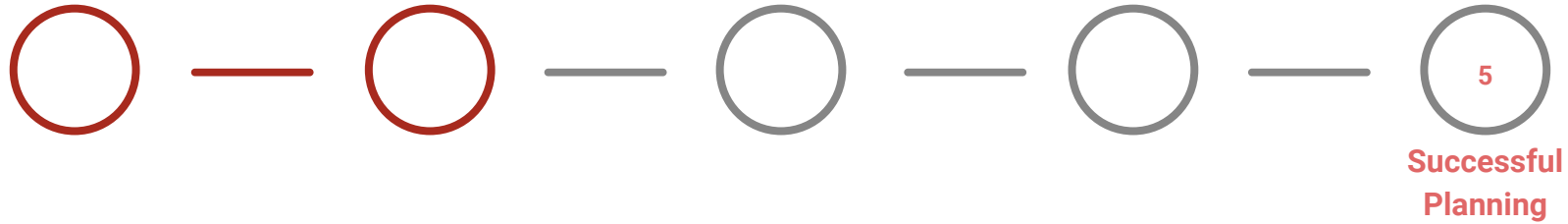
- Identify needs and gaps based on workforce planning
- Comprehensive perspective (include anyone doing work)
- Combine strategy, planning, sourcing, leverage talent pools
- Acquire talent when needed but ensure success



- Understanding each person's core competencies and abilities
- Create personal profiles and gather information
- Onboarding talent=getting talent productive
- Ensure that people know what is expected from them



- Linking employee development and goals to performance
- Ensuring organizational goals are met
- Meaningful communication = promotes retention and engagement
- Adopt and use technology to make it easier for managers



- Proactively prepare for the next wave of talent to fulfil the key positions
- Avoid informal process
- Develop a plan to manage key people and key positions
- Remove obstacles and commitment from C-level (Culture !)

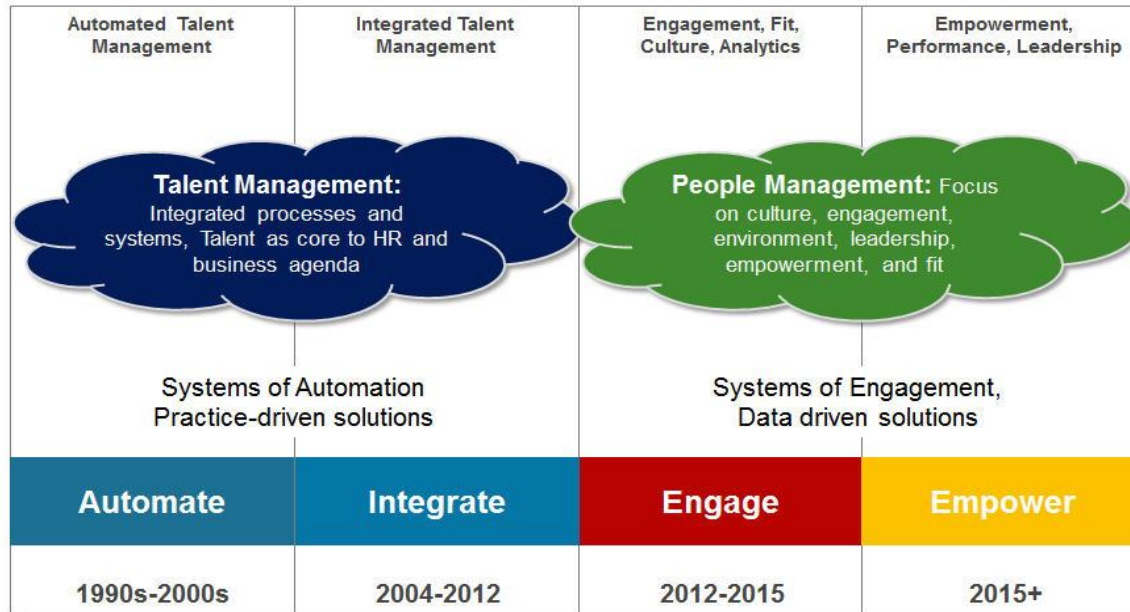
Key Trends in Talent management



Talent management vs People management

From Talent to People Management

Engagement, Empowerment, Environment



Talent War

THE WAR FOR TALENT



63% of CEOs are concerned about the **AVAILABILITY OF KEY SKILLS**

PwC



85% of the global workforce is actively or passively **LOOKING FOR A NEW EMPLOYER**

LinkedIn



87% of the global workforce is **"NOT ENGAGED"** or is **"ACTIVELY DISENGAGED"**

Gallup

Artificial Intelligence in Talent management

AI in recruitment key benefits



SIGNIFICANT
TIME-SAVING



BETTER HIRING
QUALITY



INCREASED CANDIDATES'
SATISFACTION



AUTOMATION
OF THE HIRING PROCESS



OPTIMIZATION
OF THE HIRING PROCESS

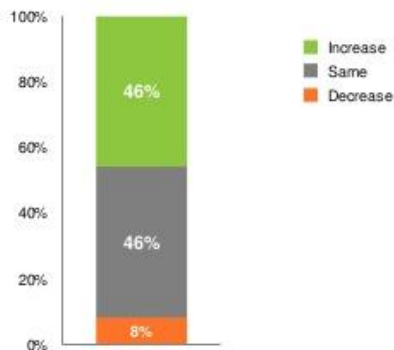


COST-EFFECTIVE
HIRING

Internal Hiring

Employers value internal hiring – 92% are investing in it more or at least the same compared to 2012

Internal Hiring Volume



"Comparing 2012 to 2013, how do you expect the volume of internal hiring to change?"

Advantages of Internal Hiring

1. Retain top talent
2. Develop talent and professional development
3. Improve employee productivity (less ramp up time for internal vs. external employees)
4. Higher quality of candidate
5. Achieve cost savings (i.e. lower cost per hire)

"Which of the following choices best describes why your organization is investing in internal hiring?"



Understand the benefits of internal recruiting. Use data to get buy-in and increase awareness. Support and encourage employees to look internally.

Thank You
Any Questions?

References

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