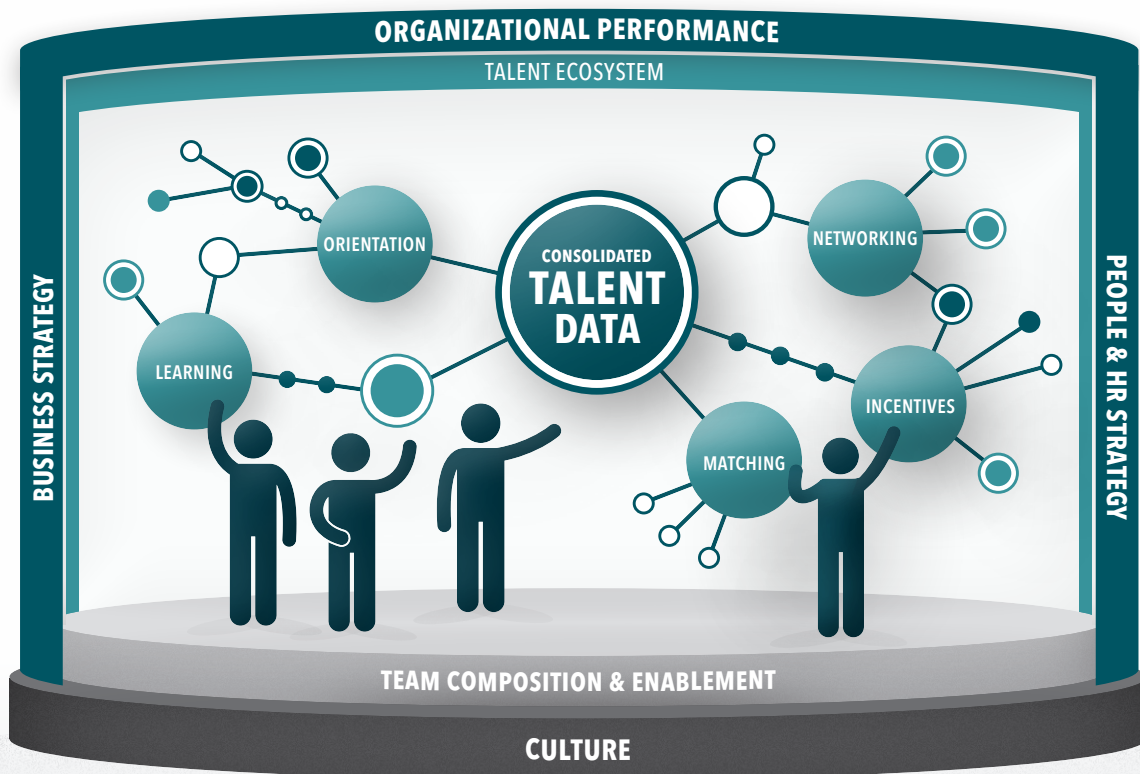


TALENT MANAGEMENT FOR THE FUTURE

5 INSIGHTS ON SUCCESSFUL TALENT MANAGEMENT



1

TALENT CENTRICITY

Talent centricity means talents in the driver seat and great user experiences as the core principle in all design processes

2

NEW TALENT DEFINITION

"Everybody has a talent"-approach shifting from a position- to an individual-orientation and highlighting willingness, curiosity and adaptability as well as former experiences

3

DATA-DRIVEN

Real-time recommendations based on AI analysis of big data replacing static competency models, career paths or succession plans

4

NEW ROLE OF HR

HR as coach enabling employees to find purpose, offering recommendations for the next step and being an advisor for team compositions as well as creating innovation in the Talent Ecosystem

5

IMPACT ON ORGANIZATIONAL PERFORMANCE

Create business impact on organizational performance with the business and people strategy as the key guiding frame.