

Recruiting in a Recession



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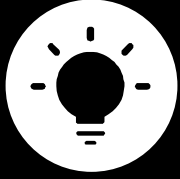
Thriving without deep pockets

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The Future of TA – 5 Minutes



Unlocking Talent Potential – 10 minutes



Lessons from the Front Line & Reflections – 15 minutes

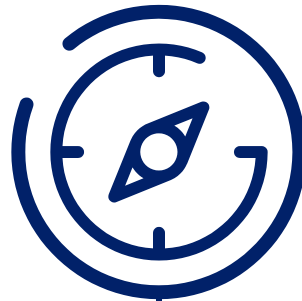


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The Future of TA

Agile, Augmented, Evolving



- Manages more than putting butts in seats
- Leverages technology to redesign work
- Understands that capabilities – not just skills will enable the enterprise for success

- Envisions change instead of catching up to it
- Communicates purposefully
- Operates with agility and adaptability and - ready to adjust as business contexts evolve



Possibilities Ahead

Smart small ~ dream big.



Internal Talent Marketplaces

Organizational mindsets and latent practices evolve to enable robust internal talent marketplaces



Invest in the right technology to support internal marketplace needs



Understand what work is most critical to delivering the organizational strategy



Show leaders the value of internal mobility through key talent outcomes



Popularize a culture of internal mobility and the connection to performance



The Alternative Workforce

A new value proposition emerges to enable organizational culture and address workforce opportunities



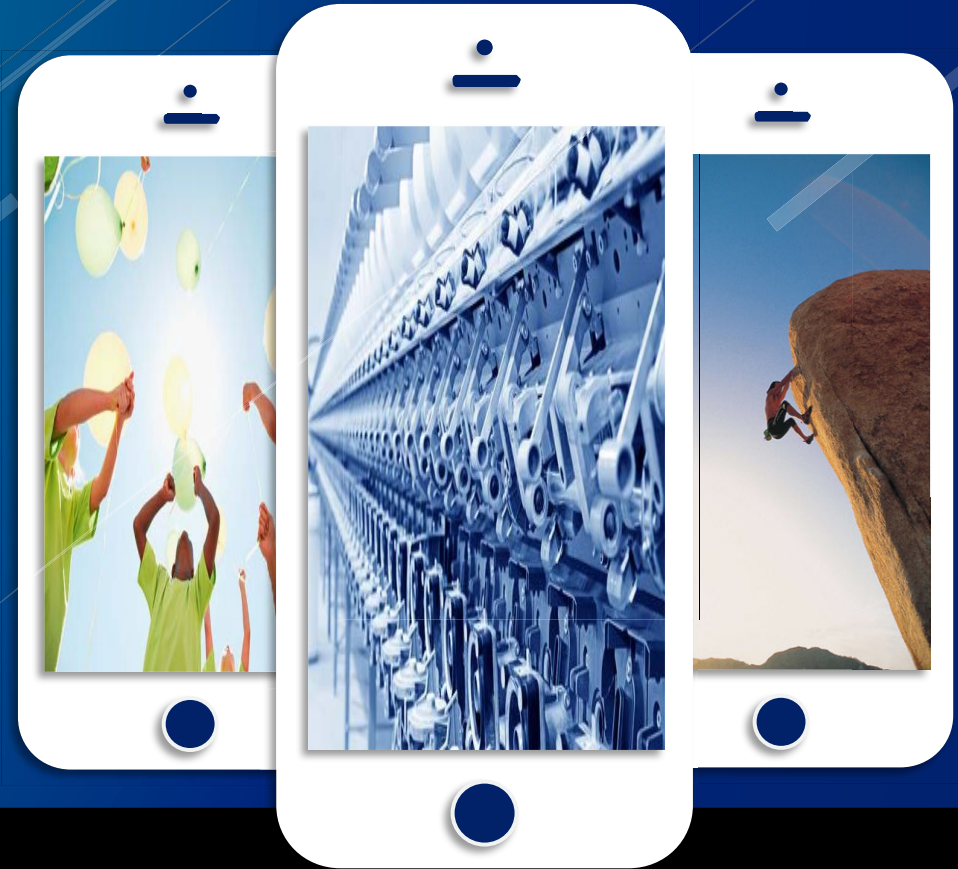


Access Capabilities Not Just Skills

Organizations manage and execute work differently by defining outcomes and human capabilities

Adaptive Thinking
Emotional Intelligence
Social Intelligence
Teaming

Resilience
Empathy
Imagination
Curiosity
Creativity



Recognize that skills change in response to organizational context



Enable workers to develop capabilities in the flow of work



Empower leaders to foster trust, communication and empathy



can
talent acquisition
really
do
that?

Figure out internal mobility?

Evolve to an open talent
economy mindset?

Assess for culture, fit and
potential?

Access, curate and engage
talent?

The **future of work** is here.

It's time for TA to **pivot**.



- ✓ Work is shifting from of focus of delivering efficiency to delivering value
- ✓ The days of “conveyor belt” recruiting are gone for good
- ✓ TA must meet the challenges and opportunities that come with exponential change and unpredictable business contexts



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