



The future of talent acquisition and management

What matters to tomorrow's workforce matters today

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Inspiring Business Performance[®]



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The uncertainty about the future is raising a lot of questions and creating anxiety.



Will there be a new way of working within a culture of human/machine collaboration?



Will small businesses have the same technology as large organizations?





**What are we doing now
that works, and what will
need to change as we
prepare to meet the
possibilities of the future?**

The balance of power is shifting.



- ✓ Contribute
- ✓ Make a difference
- ✓ Be valued

- ✓ Feedback
- ✓ Respect
- ✓ Learn



Non-hierarchical

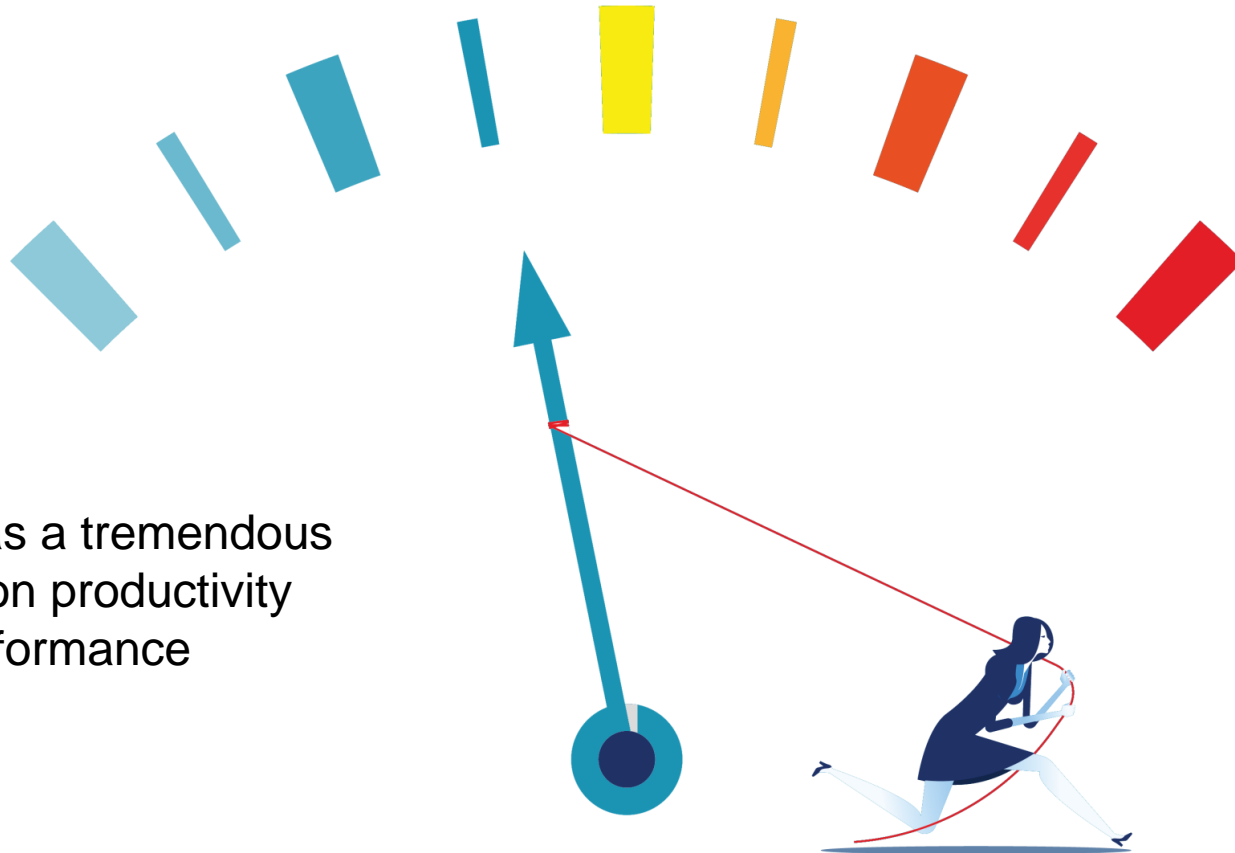
“If you let people build influence without moving up the ladder, they aren't dissatisfied. With many ambitious people the outlet for their ambition is having more influence on the company and being a great contributor and building a followership. Contributing, influencing, leading: those are incredibly fulfilling in a way a job title can never be.”

– **Jeff Haden, Inc.com contributor**



Trusting and transparent

Trust has a tremendous impact on productivity and performance



Highly collaborative

Remote working options and expectations of the connected generations is fueling the need for workplace collaboration tools



Constant feedback



Best tools



Personal development



Sense of belonging

“Diversity is being invited to the party; inclusion is being asked to dance.” Verna Myers, TED Talk speaker

...And belonging is dancing like no one is watching.



Remote and flexible working

Approximately 56 percent of U.S. workers hold jobs that could easily be transitioned to a remote-based system. (Source: FlexJobs)



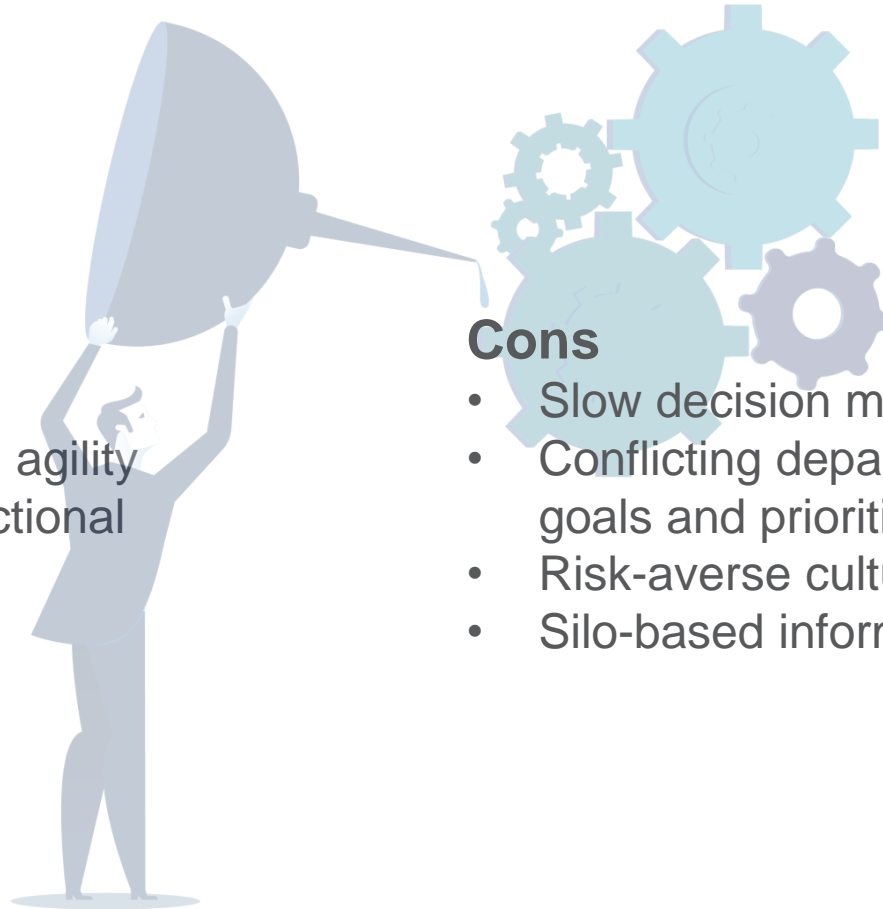
Innovation and agility

Pros

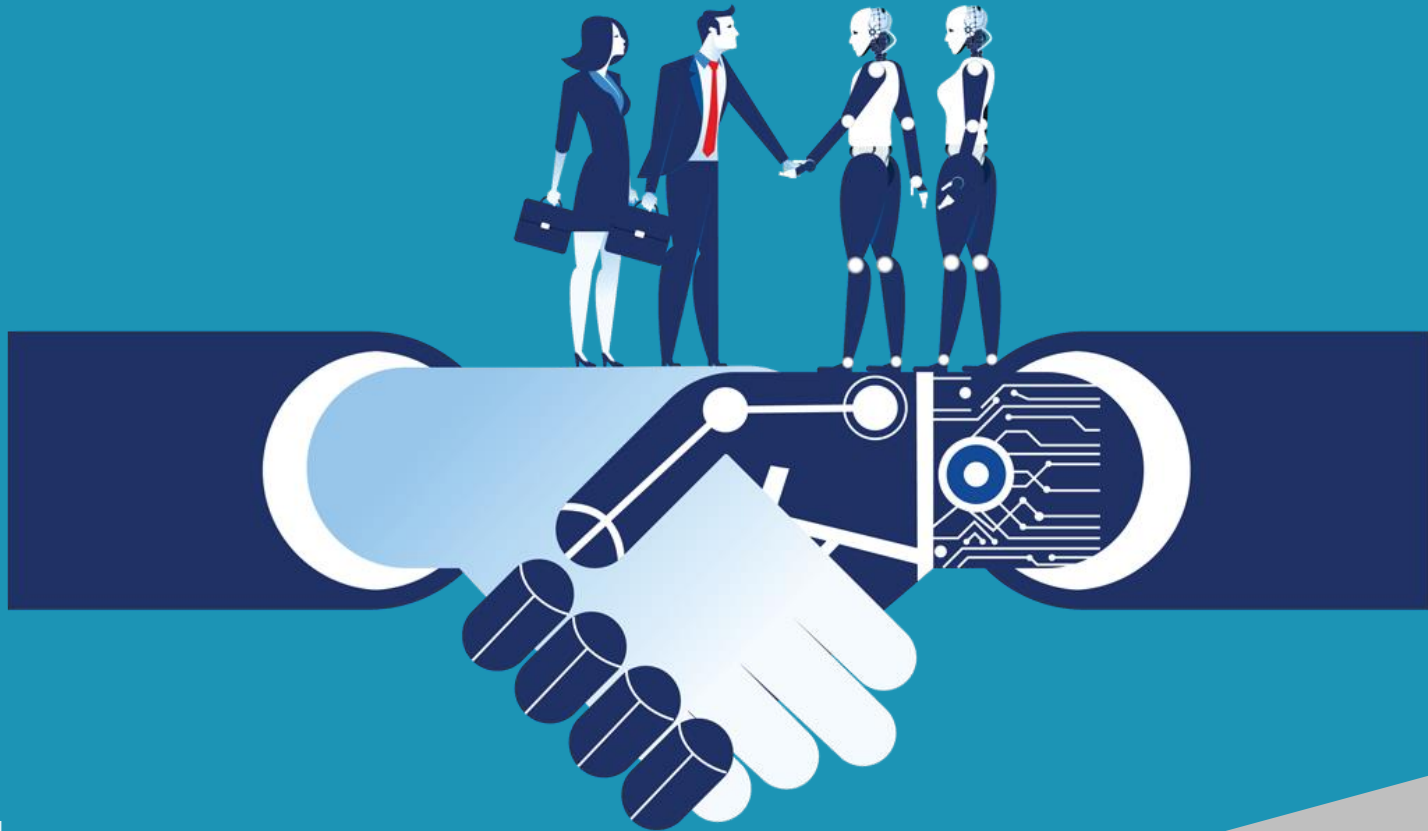
- Risk taking
- Increased learning agility
- Creates cross-functional teams

Cons

- Slow decision making
- Conflicting departmental goals and priorities
- Risk-averse cultures
- Silo-based information



Pillars of innovation for today and for the future



Questions





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Thank you for joining us!

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