RETHINKING TALENT MANAGEMENT IN THE NEW WORLD OF WORK

Prepared for HRD | May 2018
ABOUT US

HISTORY
- 2002
- Tampa, FL global headquarters
- Toronto, New York, London, Manchester, Dublin, Hong Kong, Sydney and Krakow
- Private equity partner (CIP)

CAPABILITIES
Total Talent Solutions
- Recruitment process outsourcing
- Talent consulting
- Executive search
- Contingent talent solutions
- Research & advisory
- Shared services

DELIVERY MODEL
- Premium provider with dedicated delivery teams
- Hybrid scalable model (on-site, office-based and virtual)
- Highly skilled recruitment expertise based on industries and markets
- Client centric focused

RECOGNITION
- No. 1 Quality of Service Award, HRO Today
- Excellence in Engagement for two consecutive years, HRO Today
- Only RPO provider to be named a STAR performer for four consecutive years
SHIFT IN MARKET DYNAMICS

WHAT REASONS ARE DRIVING NEED FOR NEW TALENT STRATEGIES?

<table>
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<tr>
<th>Limited Resources</th>
<th>Contingent Workforces</th>
<th>Complex Positions</th>
<th>Evolving Technology</th>
<th>On-demand Economy</th>
<th>Globalisation</th>
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*Source: Global Recruiting Trends Report*
While hiring volumes are expected to increase across all geographies, recruitment budgets are likely to remain flat.

More HR executives are choosing Employer Brand as most important area of investment to attract top talent.

Company websites and social media continue to stay as top ways to promote employer brand.

*Source: Global Recruiting Trends Report
...BY 2020

38 - 40 million fewer workers
with college or post-graduate degrees then employers will need, or 13% of the demand for such workers

90 - 95 million more low-skilled workers
than employers will need or 11% oversupply of such workers

45 million too few workers
with secondary education in developing countries, or 15% of the demand for such workers

~ 360 million older people
will be added, due to ageing, to the world’s pool of those not participating in the labor force

*Source: Global Recruiting Trends Report
**WAR FOR TALENT PERSISTS**

**CONFLUENCE OF RECRUITING AND RETENTION CHALLENGES**

**UNEMPLOYMENT**

Unemployment in the EU continues to fall - currently at 7.1%

**JOB OPENINGS**

Q4 2017 EA-28 & euro area job vacancy rate was 2.0% - Up from 1.7% Q4 2016

**SKILLS**

65% of global technology leaders said that hiring challenges are damaging the industry

45% of hiring managers are unable to fill the much-needed positions due to the dearth of qualified talent

**WORKFORCE**

Globally, ~77M formally identified freelancers

- Millennials & GenZ: 75% plan to start their own business,
- >70% want their work to support their personal interests,
- 12% believe that an invention they create should belong to their employer

Sources: (1) Trading Economics, (2) Eurostat (3) Harvey Nash’s and KPMG’s annual CIO Survey, CareerBuilder (4) Bersin by Deloitte HC Trends 2018
TALENT APPROACH WITHOUT LIMITS
EVOLUTION AND ECOSYSTEM OF TALENT SERVICES

1990-2005

**OPERATIONAL**

- Standardize
  - Set the Foundation

  - Cost reduction and Process Efficiency

2006-2016

**TACTICAL**

- Drive Outcomes
  - Value Through Services

  - Effectiveness and Business Impact

2017 and beyond

- Market Disruptor
  - Predictive Talent Services

  - Strategic Impact and Competitive Advantage

Connections

Flexibility

Partnerships

Scalability

Relationships

Source: Everest Group Research.
DIGITAL TALENT ACQUISITION DISRUPTION

THE ERA OF TECHNOLOGY, DATA, ALGORITHM, DEEP LEARNING AND PREDICTION TO RECRUIT TALENT

- Social Transparency
- Compensation Crowdsourcing
- Video AI Fit Facial Learning
- Personality Insights & Cognitive Talent
- Talent Open Source (Google Hire)
- Virtual Reality
- Blockchain Verification
- Gig Economy & Freelancing
- Consumer Employer Branding

*Source: Global Recruiting Trends Report
TALENT ATTRACTION EVOLUTION

Funnel

VS

Talent Network
ELEVATION OF THE RECRUITER

Marketer

Story Teller

Industry Expert

Career Coach

Recruiter

2.0
BRIDGING THE GAP
Steps to consider to prepare for Technology Implementation

Ask yourself: Who is driving implementation?

Identify the end result
Assess your current state
Define strategy and requirements
Decide on the right technology solution
Develop the business case
Prepare your organisation for change
“When individuals feel connected and engaged with an organisation, they are more curious about its employment opportunities”

– 2016 North American Candidate Experience Research Report
THANK YOU FROM YOUR PRESENTER

Craig Sweeney
SVP, Global Strategic Talent Solutions

Craig leads WilsonHCG’s development Globally. Alongside his team of regional experts and our global solutions team, Craig partners with talent and HR leaders to develop proactive talent strategies that ensure WilsonHCG’s clients have the most diverse and passionate people at every phase in support of their business goals.

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