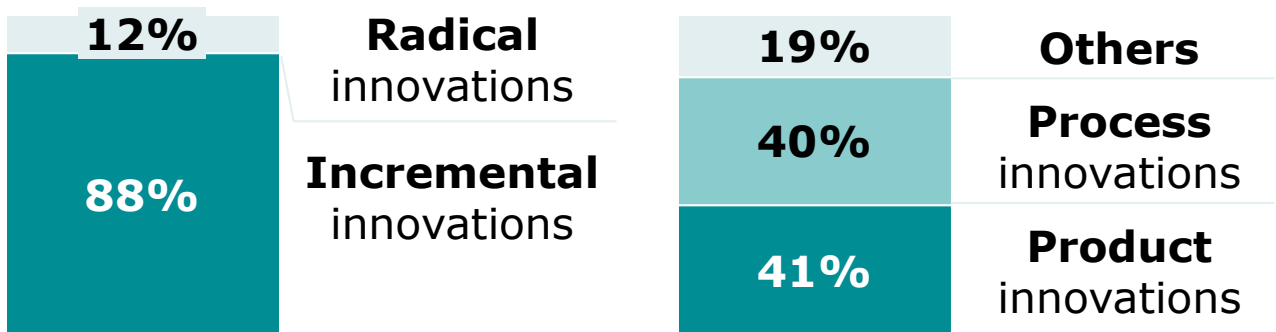


NOTHING NEW IN TALENT MANAGEMENT?

Until September 2015, undconsorten interviewed Talent Management Executives from 13 large international corporations to explore innovative approaches in Talent Management. Here are some snapshots:

Current innovations in Talent Management

Innovations in Talent Management are mostly incremental and focus on processes and products



Development is the key area of Talent Management innovation with a share of 36%



Severance still is the „unloved street urchin“, whereas sourcing is seen as the most promising area for innovation

Degree of Maturity



Looking further ahead, what is the future of Talent Management going to look like?



- Talent Management driven by talents
- HR in advisor role focusing on key activities
- Target group expands to critical functions and even whole staff
- Needs of the talents become more important
- Holistic Talent Management system with stronger business-need and customer orientation
- Integration of Talent Management with Performance Management
- Technology boosts transparency
- Efficient and targeted development activities