



In preparation of our 2018 Round Table Talent Management, undconsorten conducted 26 interviews with Talent Management Executives from leading international corporations about the current talent definition, challenges and future talent needs as well as drivers for change.

## HERE ARE SOME OF THE KEY INSIGHTS

### TODAY'S TALENT DEFINITION

**65%** of the companies have specific talent definitions in place. Only **ONE** of the interviewees applies a "everybody has a talent approach"



**88%** Have past performance as definition criteria

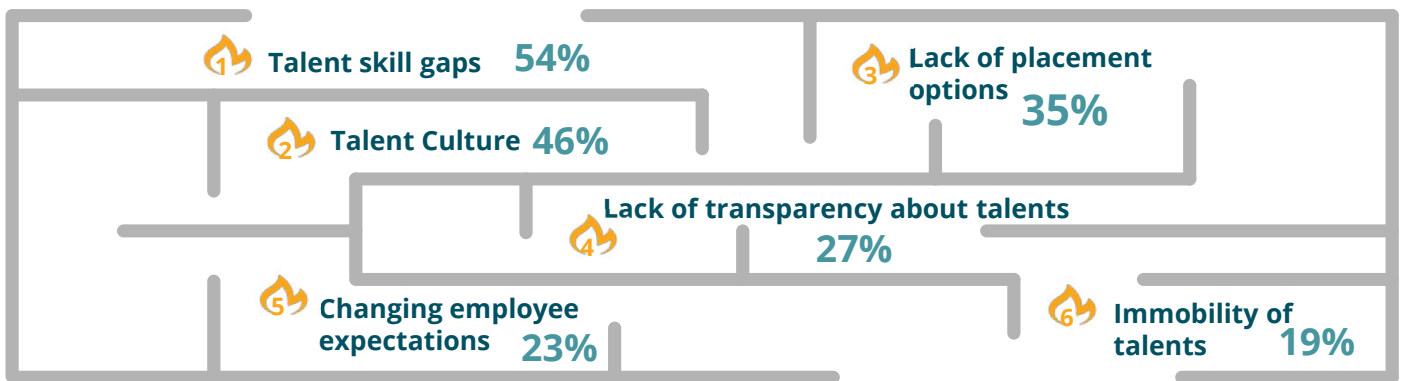


**100%** Potential as key Indicator and assessment criteria



**ALL** COMPANIES have individuals and the internal view in scope

### SIX MAJOR CHALLENGES IN THE MAZE OF ORGANIZATIONAL CHANGES



### DRIVERS FOR CHANGE AND SKILL GAPS



### FUTURE BOUNDARY CONDITIONS



### FUTURE TALENT NEEDS

