

Workforce Trends

- 1. Smaller and Less Sufficiently Skilled**
- 2. Increasingly Global**
- 3. Highly Virtual**
- 4. Vastly Diverse**
- 5. Autonomous and Empowered**

Top implications for talent management

The workforce scenario demands a new generation of talent management, one that embraces:

- 1. Predictive Workforce Monitoring and Strategic Talent Decision Making**
- 2. Flexible and Anticipatory Talent Sourcing**
- 3. Customized and Personalized Rewards and Communication**
- 4. Distributed and Influential Leadership**
- 5. Unified and Compassionate Cultures**