

# 8 Dimensions to Navigate the Talent Compass



Talent management is more than just hiring and retaining employees; it's about strategically nurturing the skills of those employees and unlocking their potential to drive organizational success. Explore the dynamic landscape of talent management through the lens of eight essential directions.

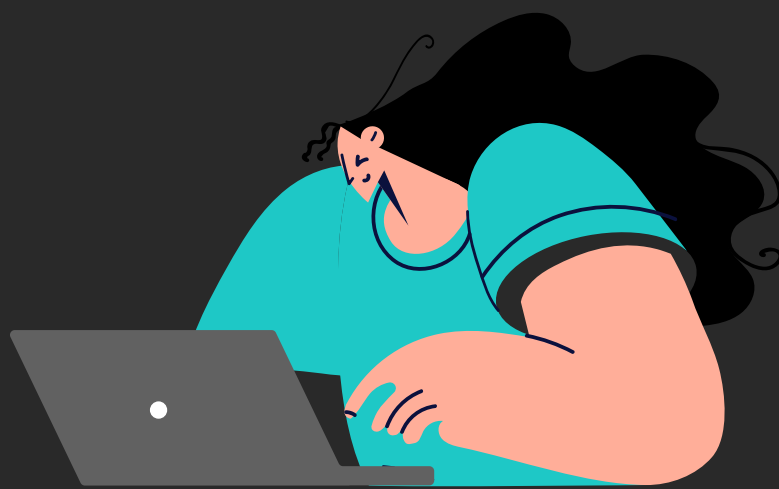
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## Agile Workforce Development

Prioritize developing an agile workforce for organizational success.

*While most business leaders believe the right workplace model is key to success, only 24% are very ready to make the necessary changes.*

*(Deloitte)*



2

## Enhanced Talent Experience

Focus on improving the experience of independent professionals and consultants.

*Employee engagement levels in the U.S. started a slow crawl back in 2023 after a post-pandemic slump.*

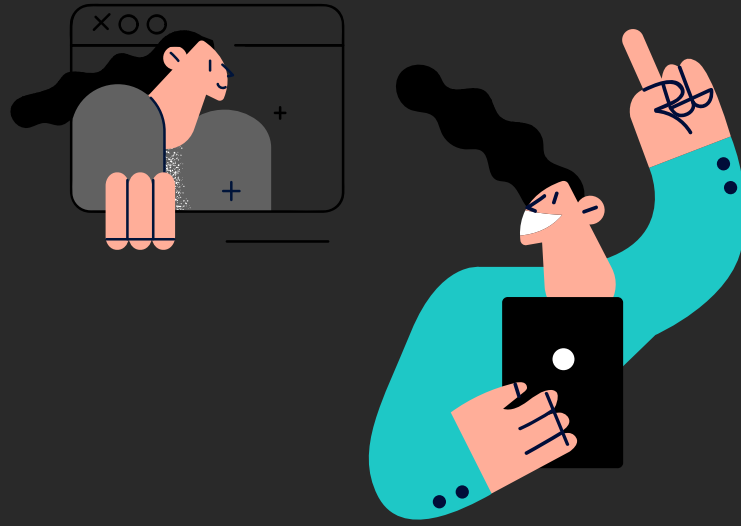
*(Gallup)*



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## Holistic Talent Sourcing

Utilize full-time placement as an additional talent acquisition channel.



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## Specialized Role Evolution

Recognize increasing specialization within roles to match talent effectively.

*9 out of 10 global executives plan to increase or maintain investment in L&D, including upskilling and reskilling.*

*(LinkedIn Workplace Learning Report 2024)*



5

## Tech-driven Staffing Solutions

Embrace digital staffing technologies to streamline talent acquisition processes.

*Recruitment automation helps you find 2-3x more qualified candidates faster.*

*(Sense HQ)*



6

## Customer-Centric Approach:

Integrate customer enablement into your talent strategy for enhanced service delivery.



7

## Soft Skill Prioritization

Acknowledge the importance of soft skills in talent strategy development.

*Soft skill-intensive occupations will account for two-thirds of all jobs by 2030, and hiring employees with more soft skills could increase revenue by over \$90,000.*

*(Deloitte)*



8

## Total Workforce Management

Lead, coordinate, and optimize all talent resources for maximum effectiveness.

*65% of companies are moving away from other talent investments to fund their high-potential employee programs.*

*(Gartner)*



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