



SMART TALENT MANAGEMENT AND SUCCESSION PLANNING

HCS
CONSULTING

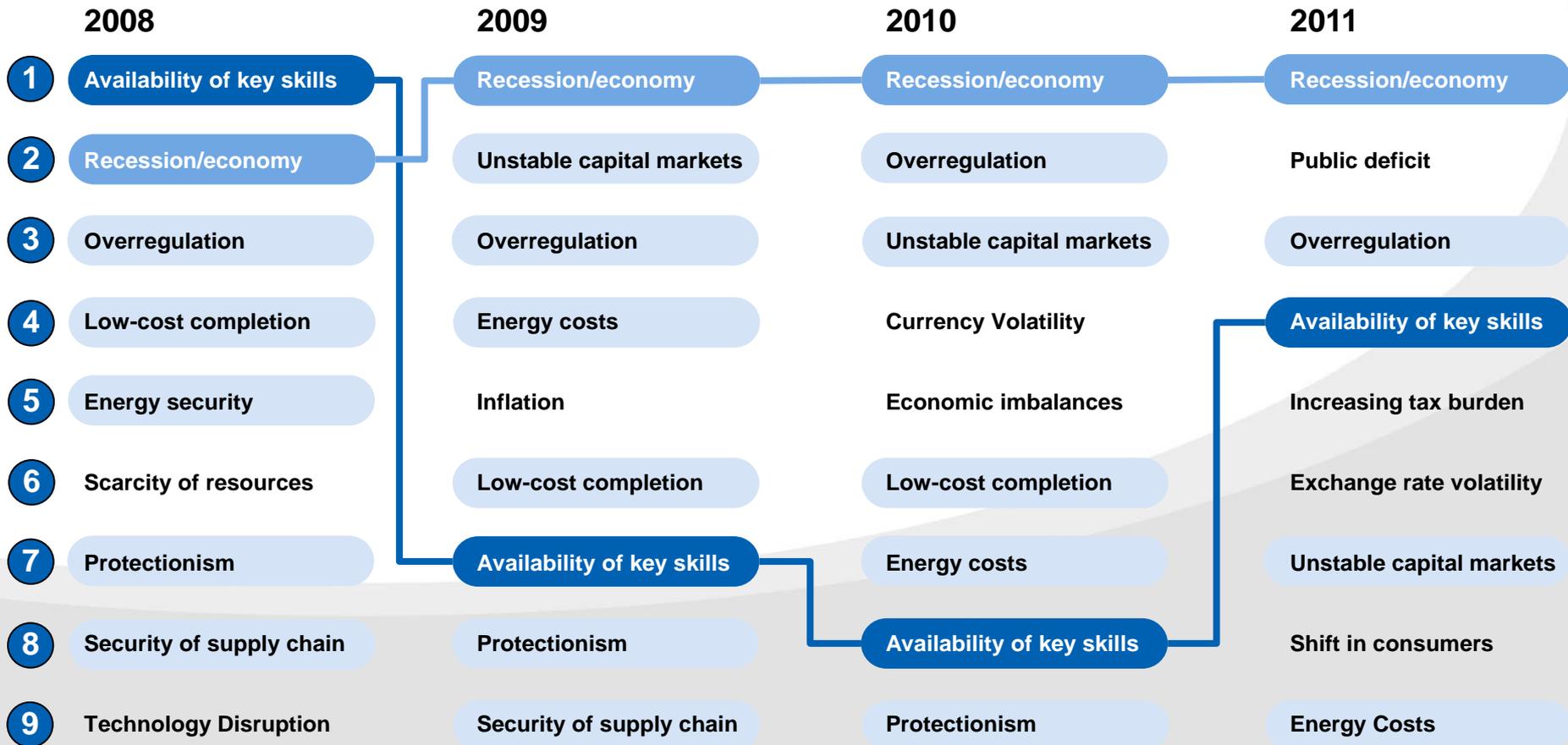
HOW TO MAKE THE DIFFERENCE

Some of Today's Important Leadership Challenges

- **Human Capital represents a major cost, significant risk and great opportunity**
- **People/talent is – more than ever – the „only“ thing that really matters and differentiates**
- **There is continued, if not intensified strong world competition for top and diversified talent**
- **Corporate renewal and growth is critical to retain and attract talent as well as capital**
- **Value set of new talent generation is changing and is more divers**
(engagement has a new meaning, “intelligent” reward programs are required)

Talent is now back on top of the CEO agenda

The availability of key skills is of concern:



What do CEOs express/reflect ...

- **The talent management challenge is here and now and it is threatening growth and prosperity**
- **Organizations need to manage their talent supply chain with the same rigor they would with other parts of the organization**
- **Reality is that many companies do not understand who their key talent is – never mind how engaged they are – whether they receive the right incentive/reward models to keep them and the impact on the business of losing that talent**
- **Whilst the majority of CEOs say they are changing their talent management strategies, only a few are taking actions most likely to deliver a competitive advantage. Many businesses are simply using the same tactics they have always used ...**
- **CEOs need to consider the future of the HR function – many HR teams are failing to deliver the strategic authenticity needed to drive growth and change**