



| INTO THE FUTURE



Ensuring Talent Acquisition is considered a commercial criticality rather than an afterthought is vital to long-term development.

Talent Advisory will become increasingly important as organisations face increased competition for talent and a rapidly changing workforce. Talent Advisors play a crucial role in helping organisations understand their current and future talent needs and in developing and implementing effective strategies to attract, retain, and engage top talent.

As technology continues to change the way we work and the nature of work, Talent Advisors will need to be well-versed in new tools and technologies and how they can be used in talent management.

As the workforce becomes increasingly diverse and global, talent advisors will need to be able to navigate the complexities of hiring a diverse and distributed workforce.

Using data and analytics in talent management will also become more prevalent and nuanced, enabling organisations to make more informed decisions about their talent management strategies and providing insights on improving them.

Recruiters and Sourcers can move into Talent Advisory roles to ensure job security, but most will require development in critical skills.

One step we can take to help ensure this is to build the permission into their roles; "it's part of my role to inform and influence, to confirm the purpose and then fill the skill gap". Using data to confirm the right strategy leads to the right resources.

What will the world look like when they can't retain and hire people trying to pull the best talent out of externals? Too often, people are still seen as commodities; COVID-19 should have taught us that this isn't so. The right people for your business are scarce and must be developed effectively.

The expected move to further leverage internal mobility and agility will mean the traditional Talent Acquisition role will need to pivot, focusing on internal skills availability and capability. We are developing the future workforce from within, helping to retain top talent, and complementing any gaps with external talent.

