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We are the world's leading source of hiring  
insight and training

trusted by...



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The image displays the SocialTalent platform interface. At the top, there's a navigation bar with 'BROWSE', a search bar, and icons for Home, Analysis, Updates, and Challenges. The main content area features a large video player titled 'HOW SEARCH WORKS WHY BOOLEAN SEARCH' with a progress bar at 10 of 45m. To the right of the video player is a 'WEEKLY GOAL' section showing a current streak of 38m and a goal of 50m. Below this is a 'LEADERBOARD' section with a table of top performers.

Rank	Name	Time	Icon
1	Lisa Finaly	42min	Up arrow
2	Dave White	42min	Down arrow
3	Sondra Smith	42 min	Up arrow
3	Sara Muligan	26 min	Up arrow

Below the video player, there are two smartphone screens displaying course content. The left screen shows 'MISSION TALENT PIPELINE' with 'COURSE 1 OF 1 TALENT PIPELINING' and 'CURRENT EPISODE RECRUITING IS REACTIVE'. The right screen shows 'MISSION SOCIAL SOURCING' with 'COURSE 1 OF 3 SOURCING ON TWITTER' and 'CURRENT EPISODE SEARCHING FOR TWEETS'. Both screens have a 'PLAY NEXT' button.

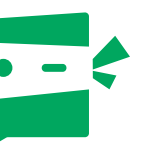
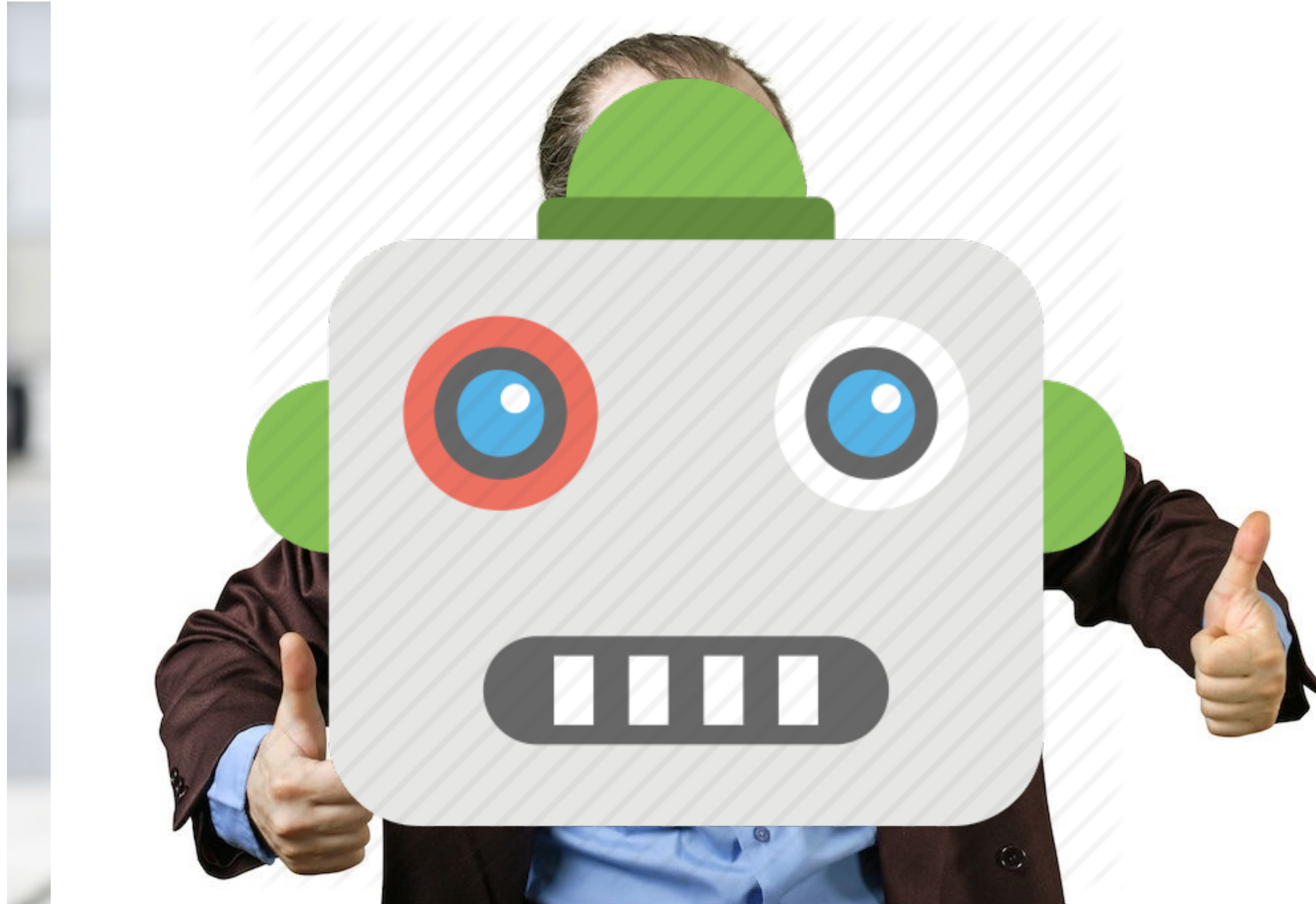
At the bottom right, the SocialTalent logo is displayed with the tagline 'the hiring skills platform'.

# Talent Management In The New World of Work

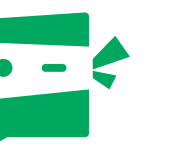
#SocialTalent



# Times have changed...



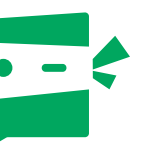








**What does the “New  
World of Work” look like?**

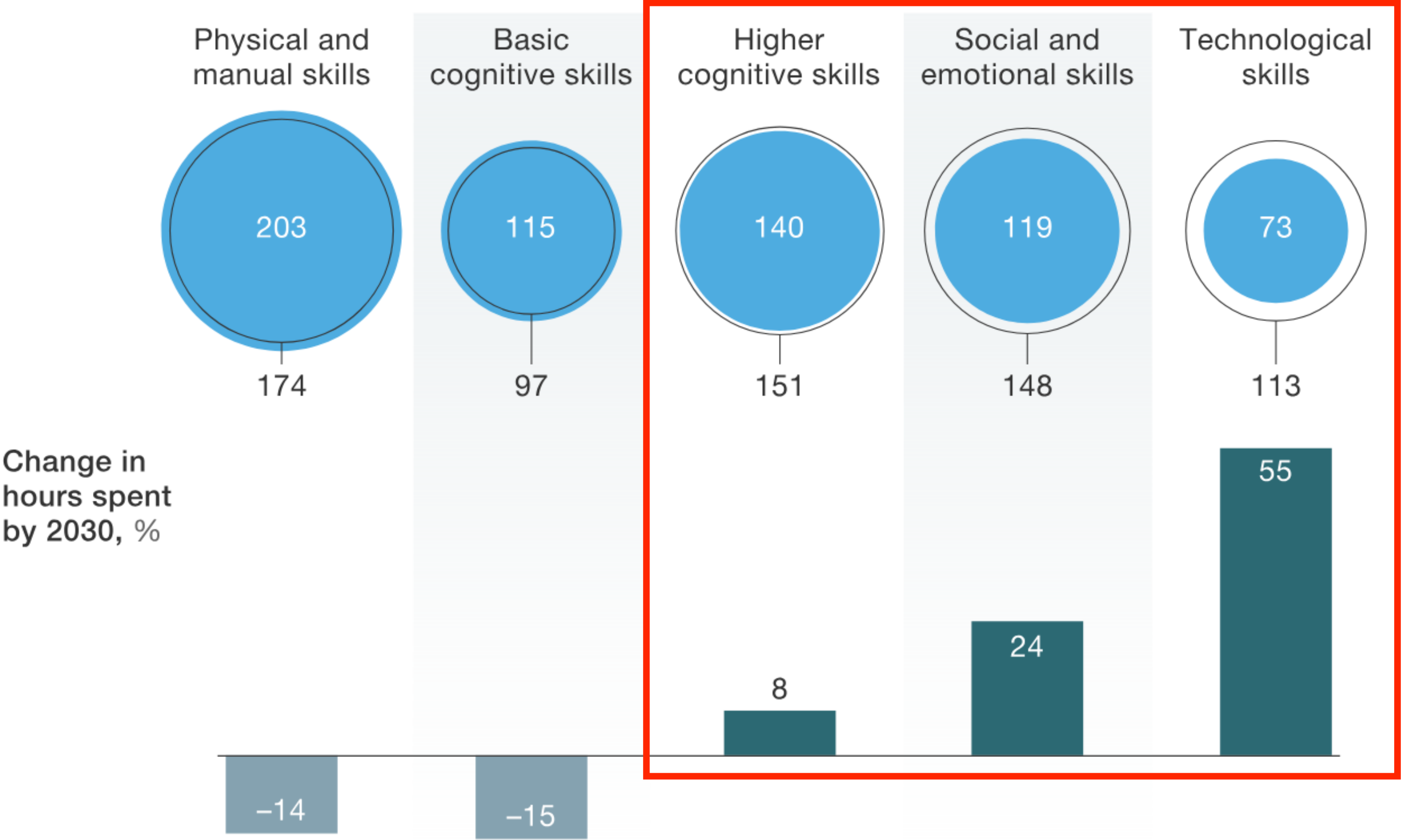


# 1. The War for Skills

# Automation & AI will accelerate the shift in skills that the workforce needs.

Total hours worked in Europe and United States, 2016 vs 2030 estimate, billion

● 2016 ○ 2030



Bubble size =  
Hours worked in 2016, billion



### Skills

Physical  
and manual

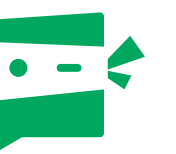
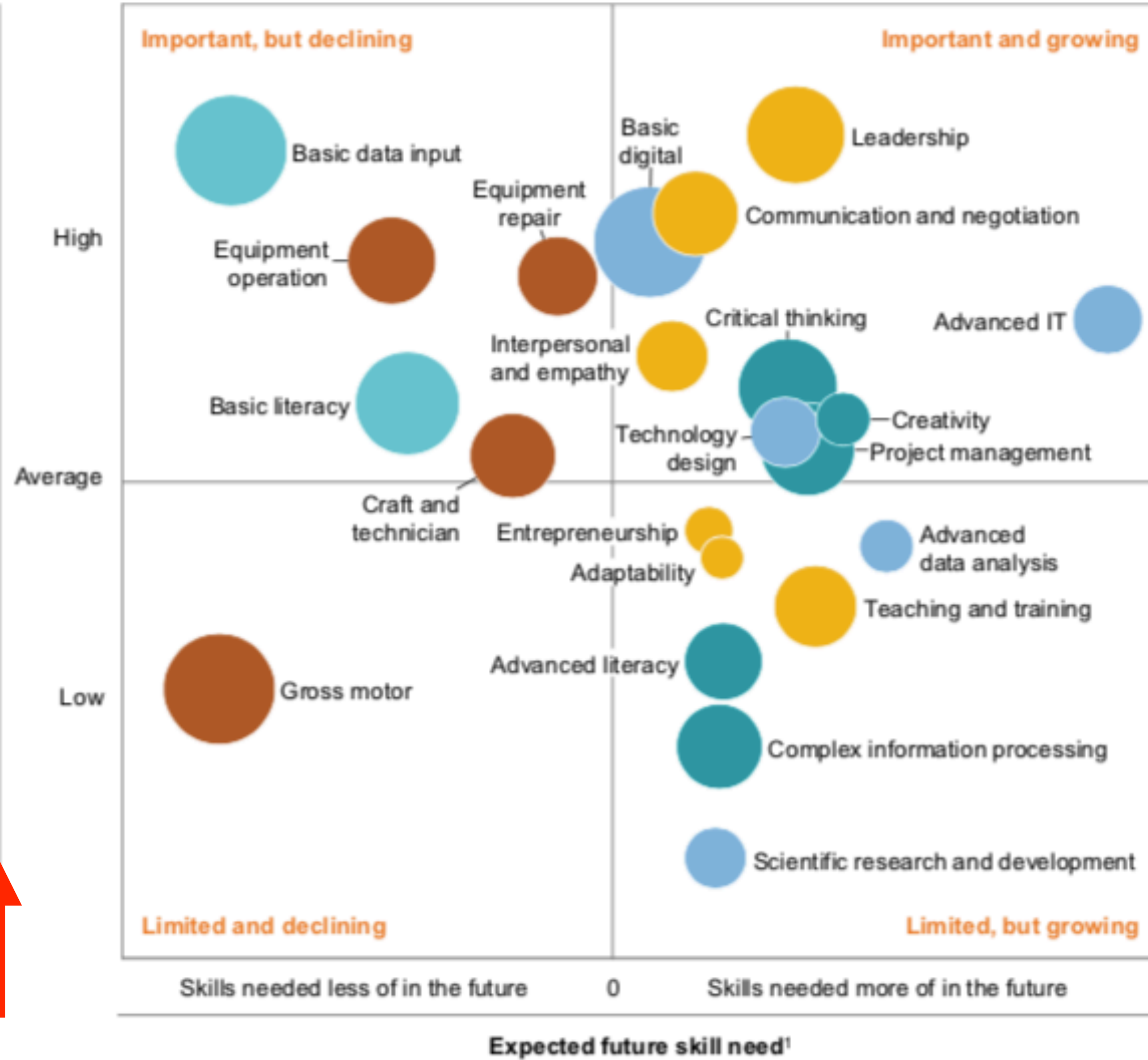
Basic  
cognitive

Higher  
cognitive

Social and  
emotional

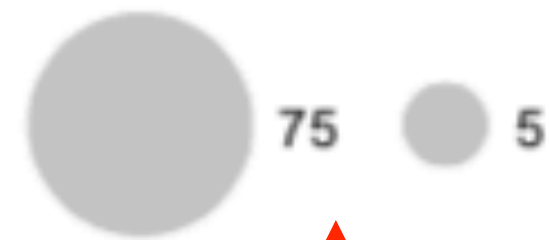
Techno-  
logical

Perceived  
importance  
of skills  
today





Bubble size =  
Hours worked in 2016, billion



#### Skills

Physical  
and manual

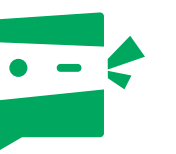
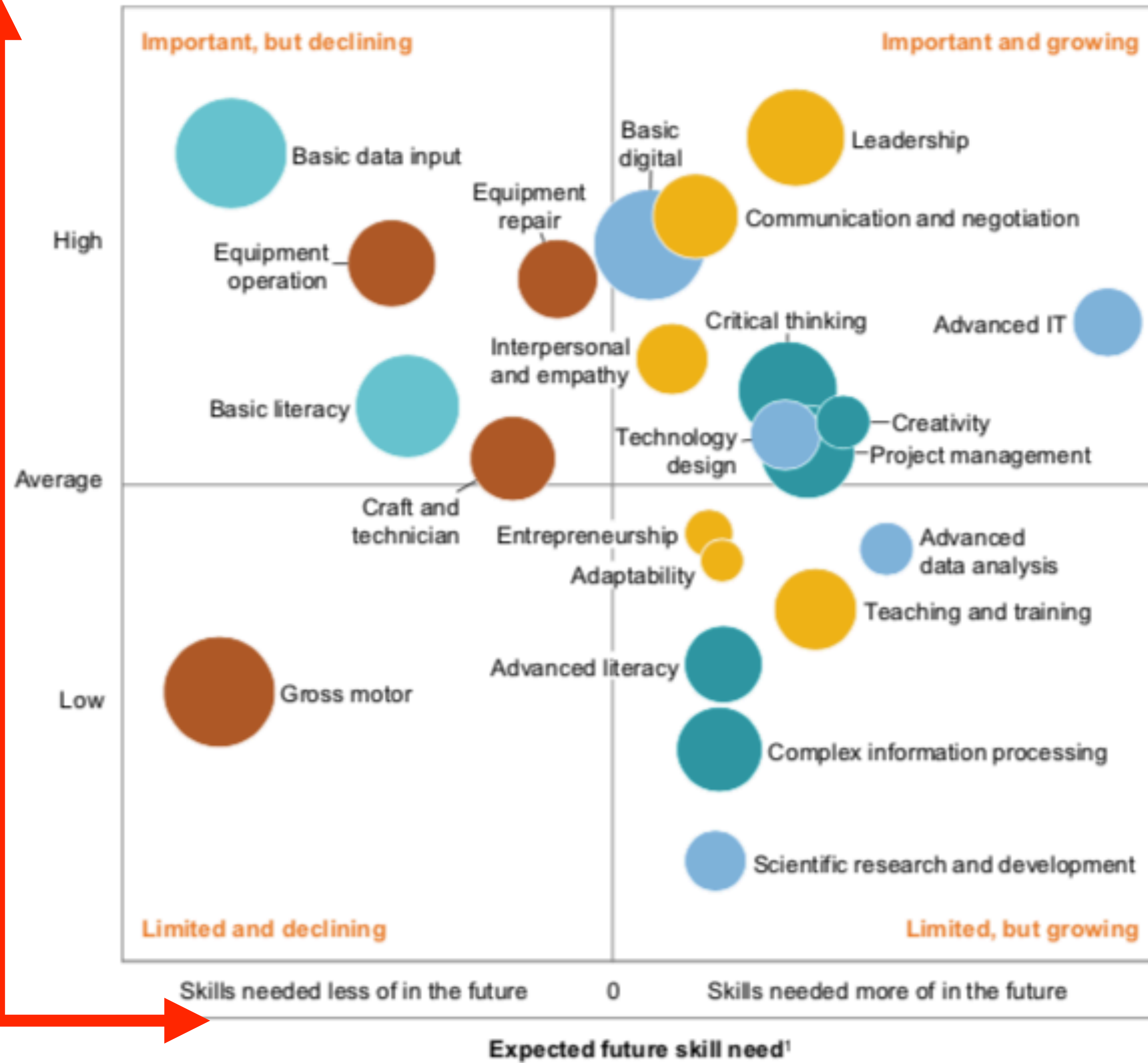
Basic  
cognitive

Higher  
cognitive

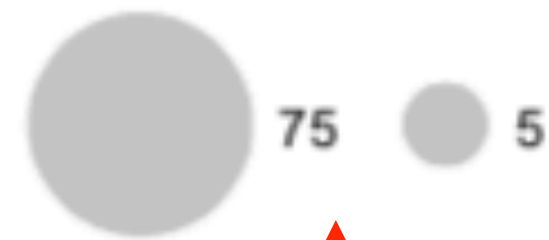
Social and  
emotional

Techno-  
logical

Perceived  
importance  
of skills  
today



Bubble size =  
Hours worked in 2016, billion



### Skills

Physical and manual

Basic cognitive

Higher cognitive

Social and emotional

Technological

Perceived importance of skills today

High

Average

Low

Important, but declining

Important and growing

Limited and declining

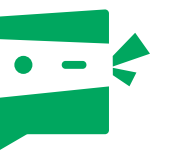
Limited, but growing

Skills needed less of in the future

0

Skills needed more of in the future

Expected future skill need<sup>1</sup>

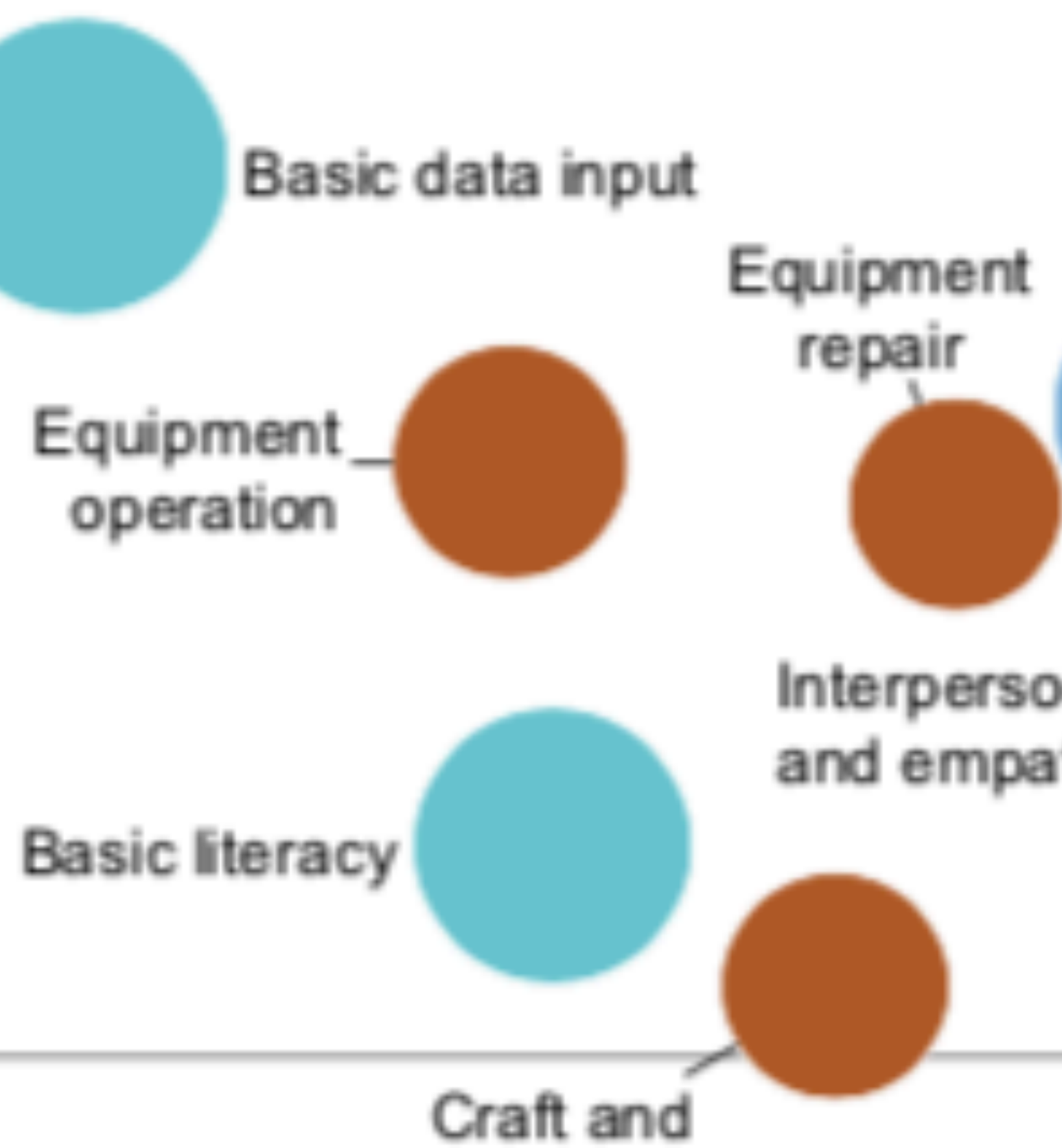




## Skills



Important, but declining



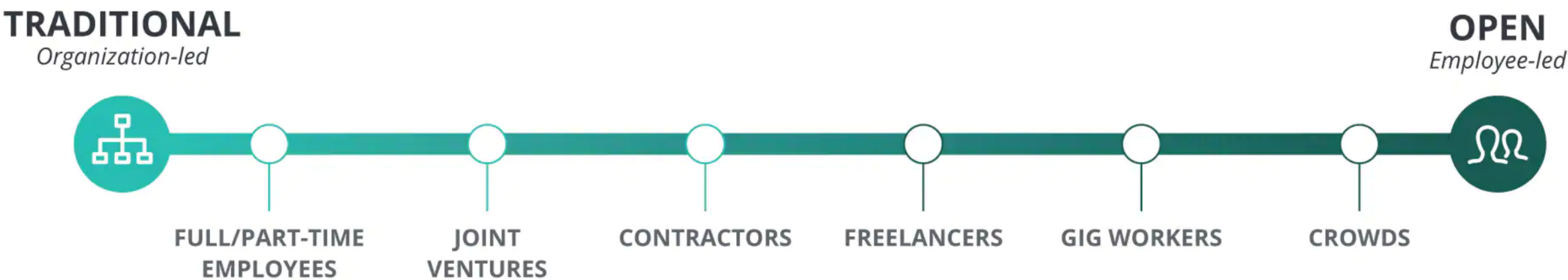
Important and growing



## 2. The Decline of the Permanent Employee

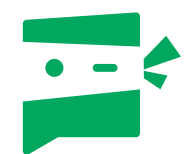


Figure 2. A wide range of worker types



Source: Deloitte analysis.

Deloitte Insights | [deloitte.com/insights](https://deloitte.com/insights)





“A way to make some extra cash that allows flexibility to pursue what you’re most interested in.”

**-Entrepreneur**

  
**1 in 2**  
millennials have  
a side hustle.

  
**1 in 4**  
baby boomers  
have a side hustle.



## TOP 5 SIDE HUSTLES

**Baby boomers**

**Millennials**

Selling items online

Volunteer work

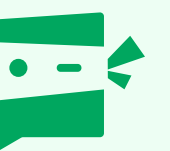
Cleaning

Consulting

Sales/marketing



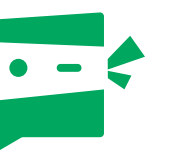
Survey conducted by OnePoll for GoDaddy with a sample of 1,000 millennials and 1,000 baby boomers in October 2017.





### 3. The Democratisation of Learning: self-taught online & swapped out regularly

Research from Accenture found that 85% of candidates would happily up-skill in their own free time over the next six months to stay relevant at work.





# The Rise of the Self-Taught Programmer

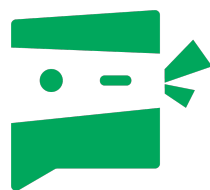
And Why You Should Join Us

Other Types of Education



67,960 responses; select all that apply

Developers are lifelong learners; almost 90% of all developers say they have taught themselves a new language, framework, or tool outside of their formal education. Among professional developers, almost half say they have taken an online course like a MOOC, and about a quarter have participated in a hackathon.



## Global Recruiting Survey 2018

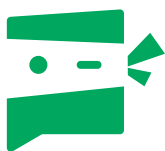
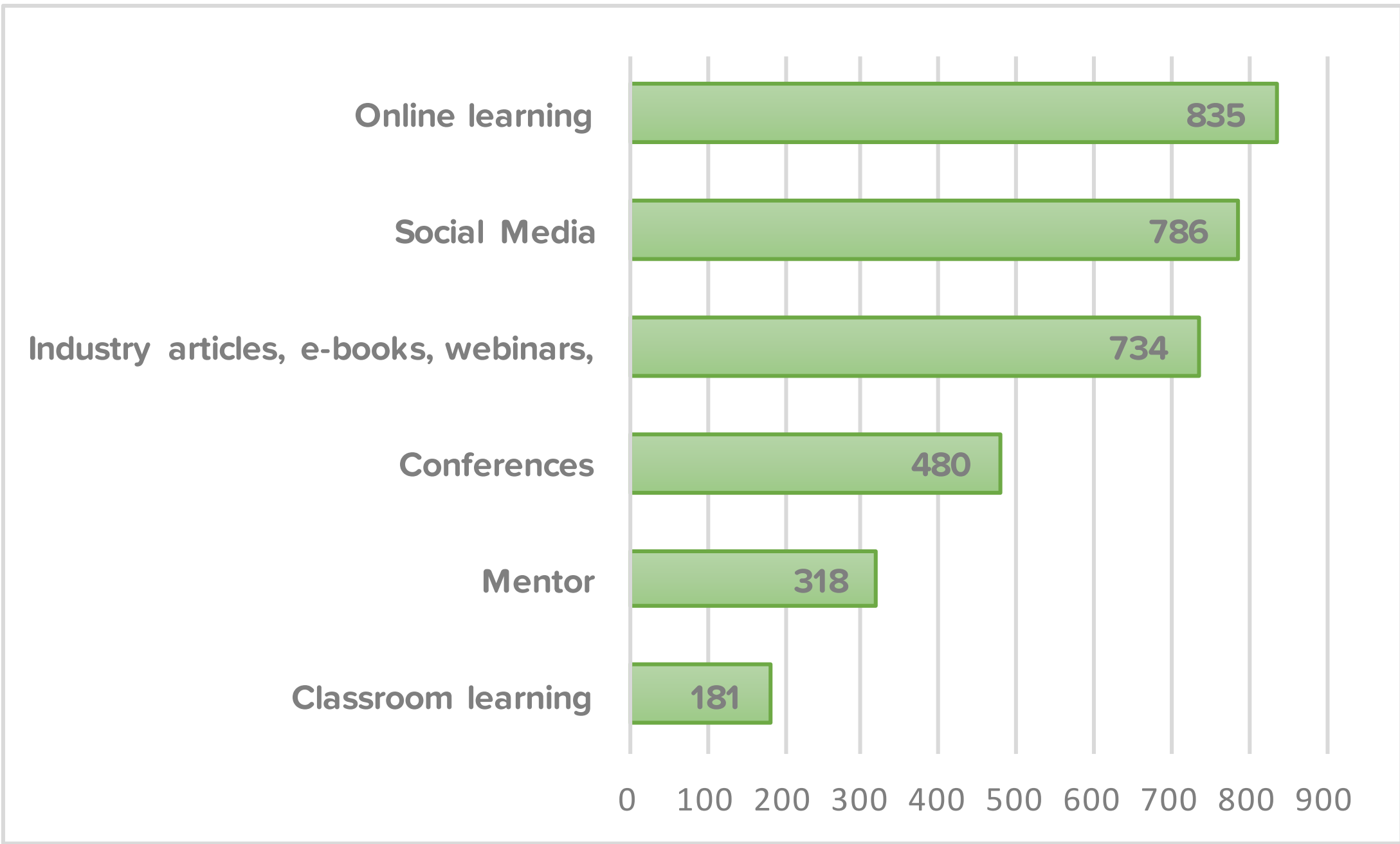
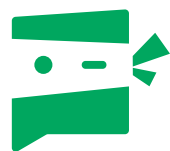


Figure 1

Executives now point to behavioral skills as the most critical for members of the workforce today



Sources: 2016 IBM Institute for Business Value Global Skills Survey; 2018 IBM Institute for Business Value Global Country Survey.



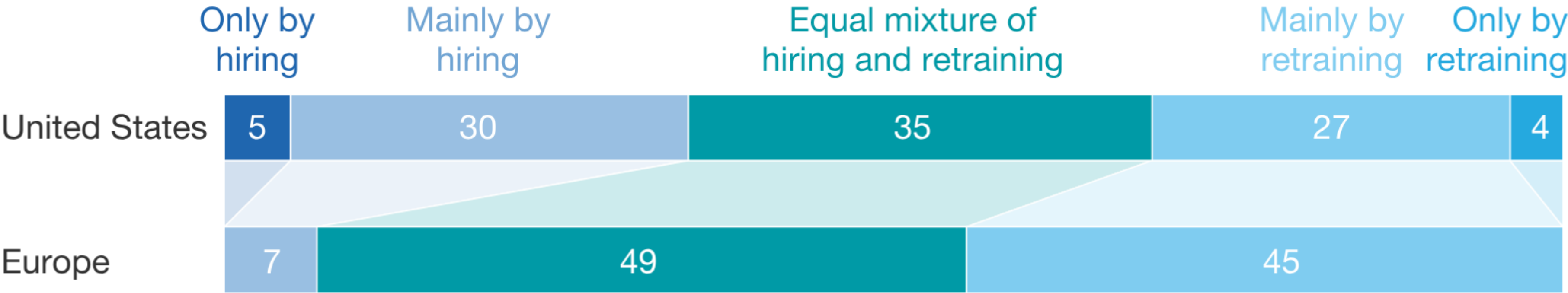


1. The War for Skills
2. The Decline of the Permanent Employee
3. The Democratisation of Learning

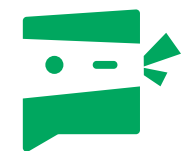
How are organisations planning to solve for this?

European companies expect to resolve skill mismatch by retraining workers, while hiring is an equally popular solution among US companies.

Best way for company to resolve potential skills mismatch, % of respondents<sup>1</sup>

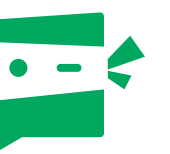
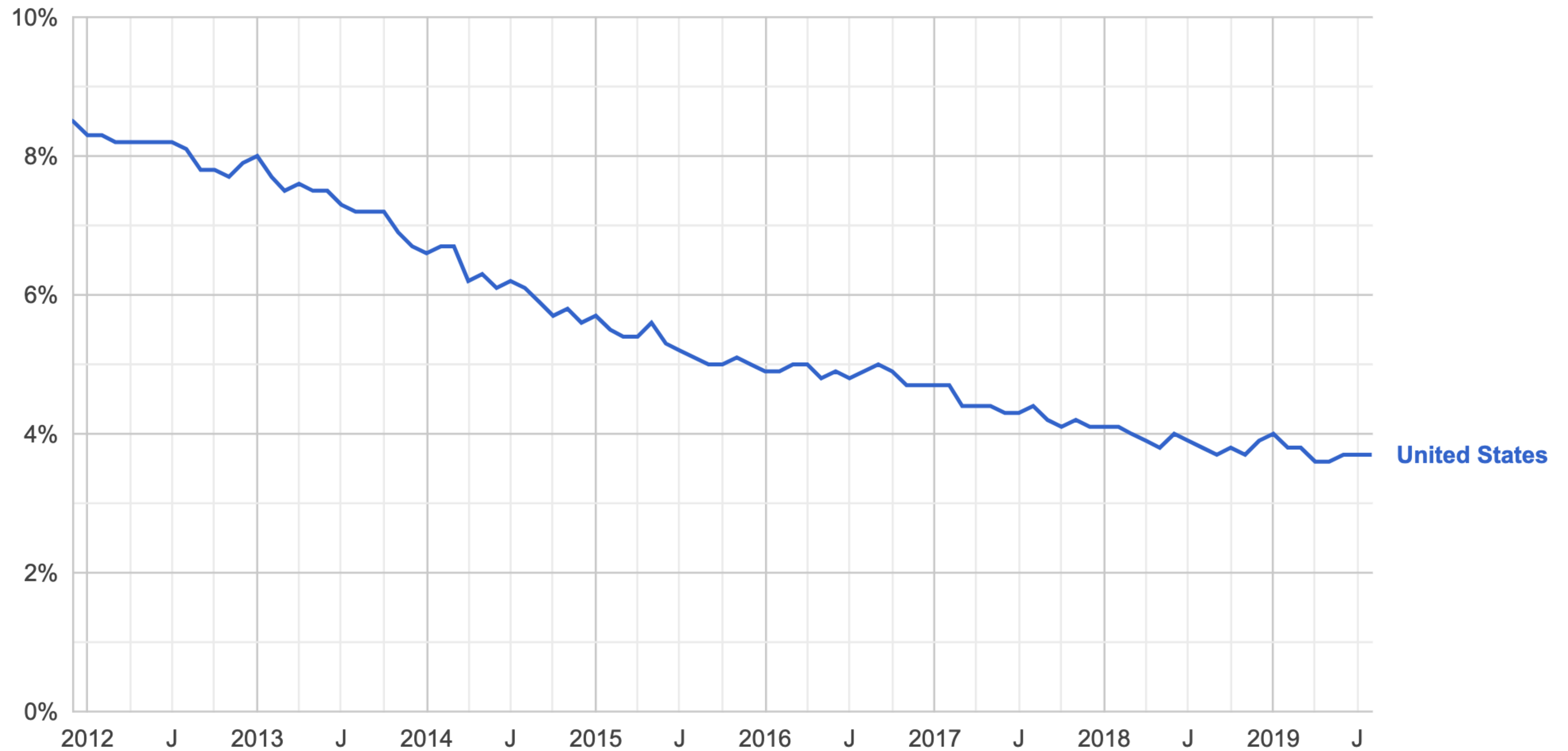


<sup>1</sup>Based on results of November 2017 survey of 1,549 respondents from businesses, public sector, and not for profits across regions, industries, and sectors. Survey question for private-sector organizations with >\$100 million annual revenue who view skill gaps as a top-ten priority was, “How can your organization best resolve its potential skills gaps related to automation and/or digitization over the next 5 years?” (n=197). “Don’t know” responses filtered out from data set shown. Figures may not sum to 100%, because of rounding.



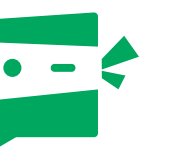


# Unemployment rate - Seasonally Adjusted ?





**Smart companies  
have a different plan!**







At the forefront of delivering non- routine cognitive capabilities

Hiring contractors as a tactic to supply short-term skill requirements was not working

Went from hiring for **IQ**...

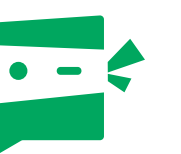
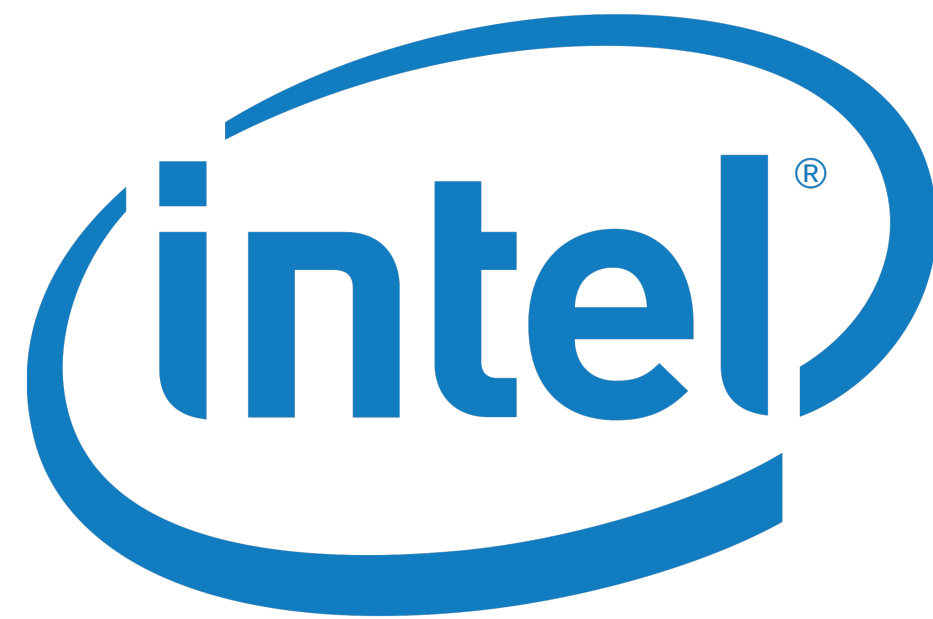
...to assessing for **EQ** (Emotional Intelligence Quotient)

Now hiring for **LQ** (Learning Quotient)



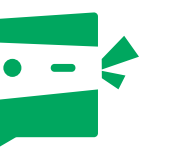
accenture

amadeus

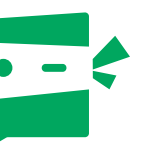




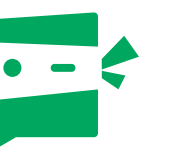
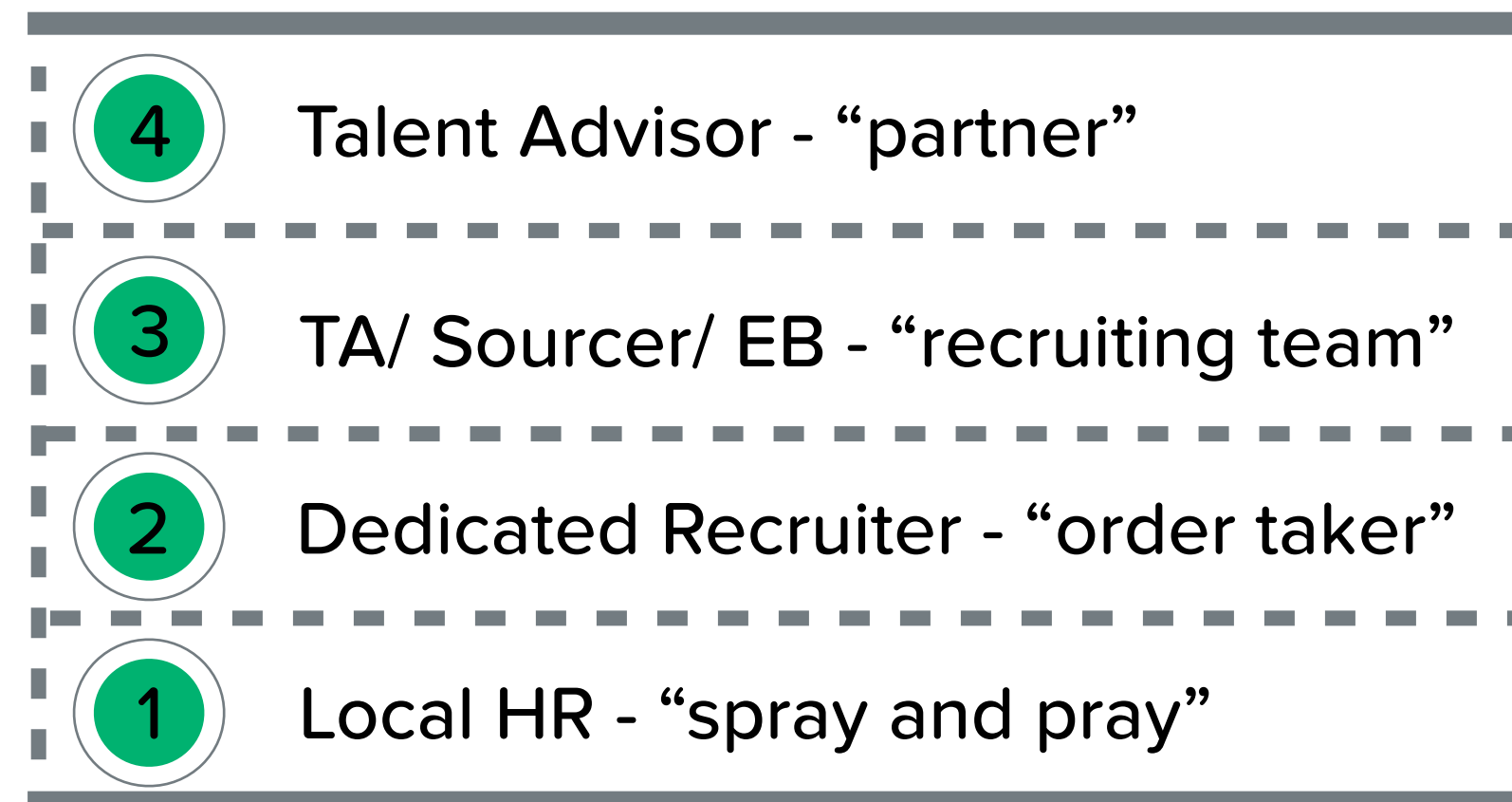
# Talent Acquisition



Talent

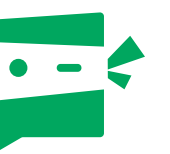
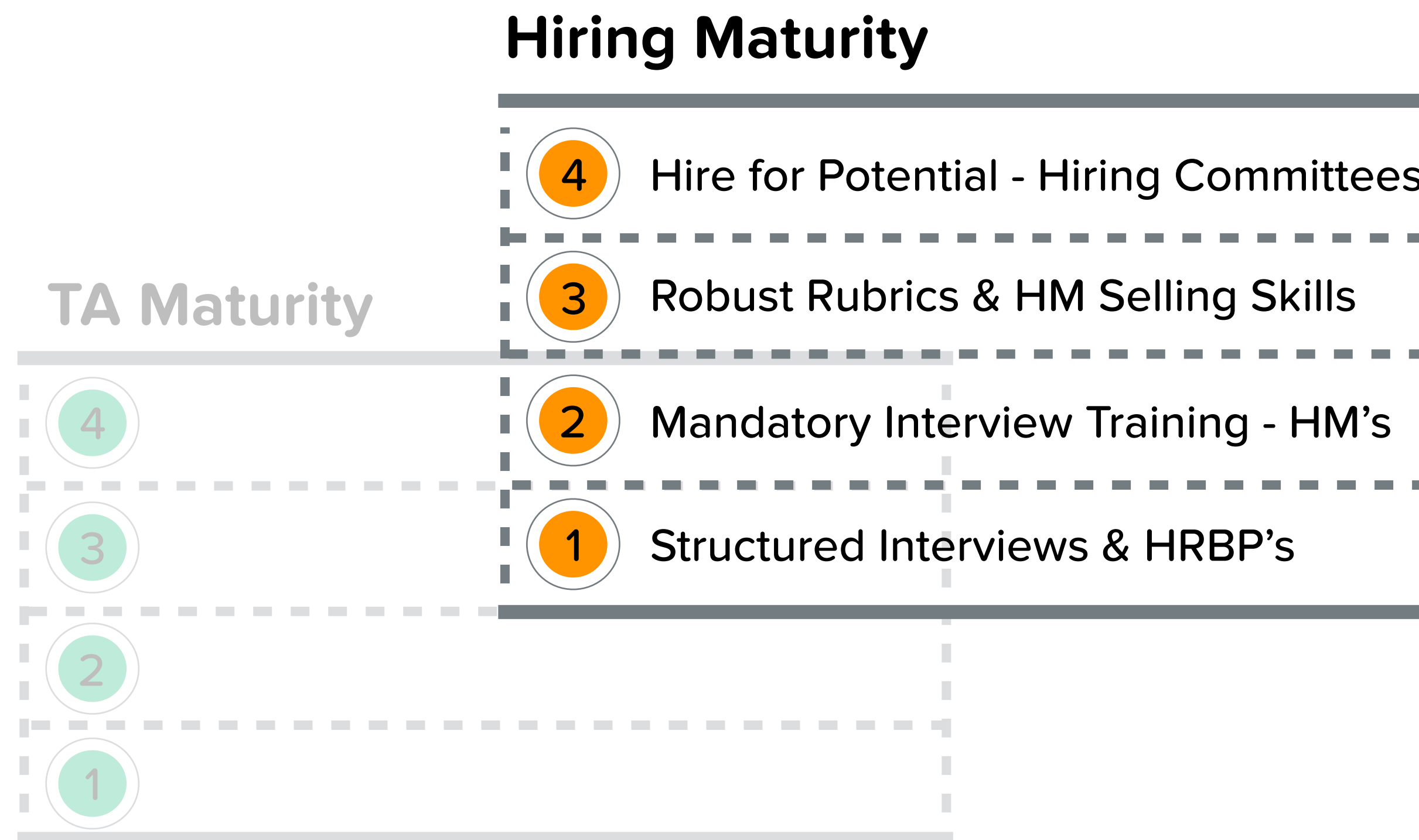


# Traditional Talent Acquisition Maturity Model

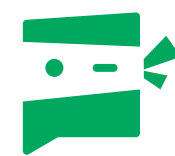
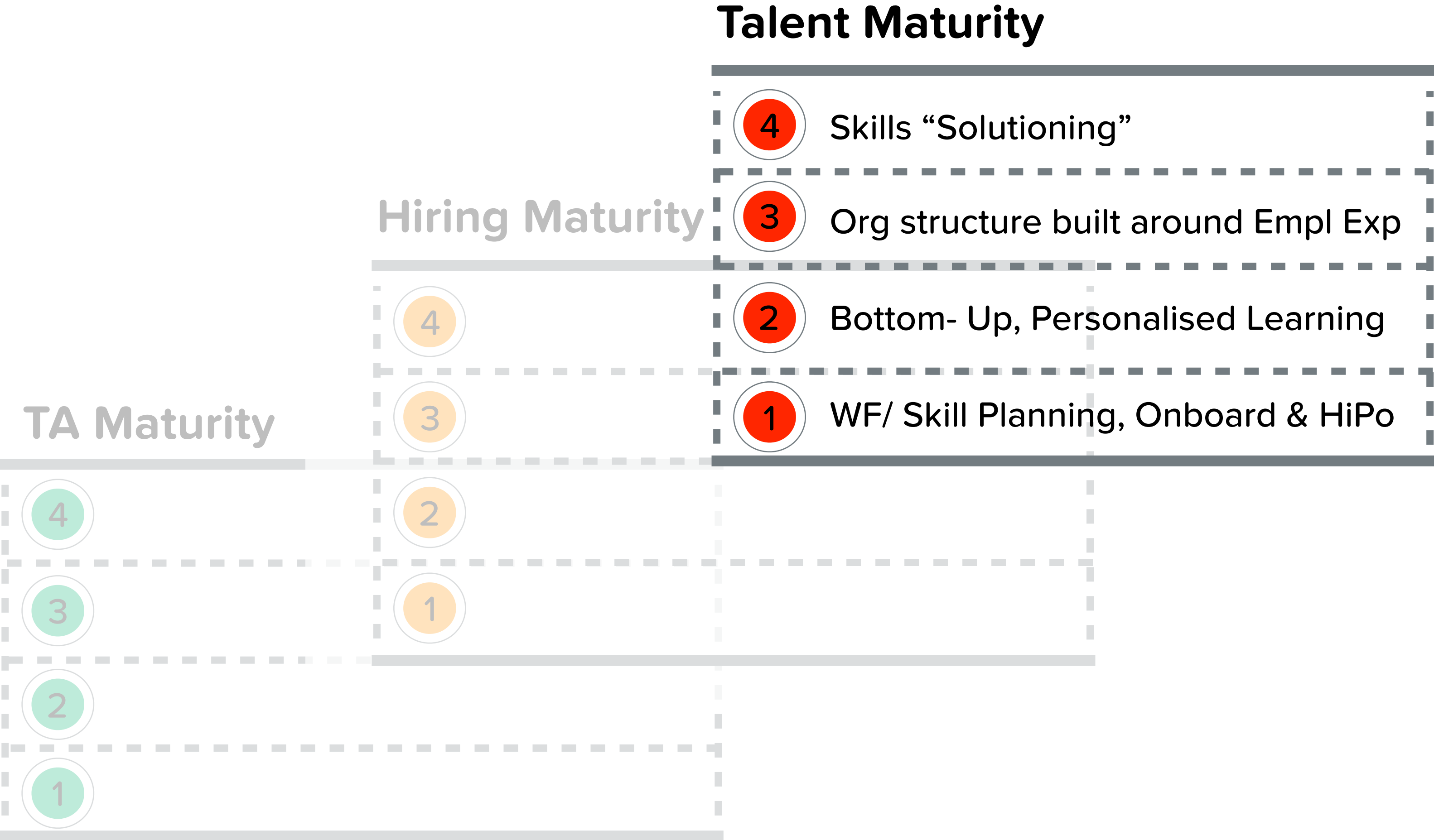




# Hiring is a Team Sport



# Talent is a Team Sport



Top 3 CEO Regrets as told to McKinsey Global Managing  
Partner Dominic Barton :

“I would have spent more time on people. I would have removed people faster. I would have pulled people up faster. And I would have spent more time with people.” It was consistent. The most scarce resource is talent.

“There’s no business plan without a talent plan”

Steve Schwarzman at The Blackstone Group



The future is **Thank you** employee centric