



HR Leadership Chat Session Highlights

Future-Proofing your Talent Strategy



Top talent attributes for Recovery & New Reality:

- Resilience
- Agility
- Leadership
- Tech/digital savvy

Talent Architecture levers:

- Revise organizational structure
- Restructure roles (changing business priorities)
- Renew workforce planning (permanent vs variable)
- Build vs buy skills:
 - Re-/up-skill existing work force for changing roles
 - Acquire new skills (permanent or variable)

During these times:

- Speed may be more critical than fully developed long term plan – take steps in the right direction and leverage organizational trust being comfortable with the uncomfortable
- Real-time reskilling – give team members latitude to “try new”, make mistakes, and adjust in real time
- Definition of “high potential” may have shifted during these times – critical to focus on retention for those who will drive Recovery and shape New Reality
- Remote work outlook – here to stay? Managers may not be equipped to manage longer term in remote or hybrid environment? Shift from “work-life balance” to “work-life flexibility”?

A Trusted Talent Partner

HP Thought Prompters:

- Time to revisit our Employee Value Proposition (EVP) to reflect who we have become over past 8 months?
- Are we able to preserve organization focus on L&D to build critical skills?
- Can we rapidly change our approaches to traditional skills development to encourage more organic, cohort-led learning?
- What new skills and capabilities will Managers and Leaders need to effectively manage new reskill/upskilled work force?
- Assess whether your current performance review process aligns with the attributes you’re looking for- Resilience, Flexibility, Agility, Comfortable with the Uncomfortable; is it time to completely rethink the value and approach to “Performance Management”?
- Do we need to revisit our Succession Planning to ensure clear growth paths for “new” Top Talent?
- Invest in greater individualization – understand each employee and tailor plans to unique needs and aspirations

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