



# Talent management for the future

Have you got what it takes?

CRF – Mel Newton

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## Have you got what it takes?

Disruption to the business environment, coupled with a shortage of global talent, requires a different approach to meeting both the business needs of the workforce and an individual's expectations of work. Coupled with HR teams squeezed of budget and capability, who is going to address this issue and deliver the resources, human or otherwise, needed for business success? In this session we will look at what needs to be done differently and explore some alternative approaches.



# Introductions

- Pair up with someone else in the room
- Take 30 seconds each to introduce each other
- Introduce the other person to the rest of the group



Mel is a Partner in KPMG's People Consulting Practice in the UK which advises our clients on workforce, learning and HR solutions designed to address their key people and talent issues and drive business performance. Mel's particular areas of focus are Organisational Change and Workforce Transformation. Mel has over 30 years of experience in this field, working mainly in global professional services organisations prior to KPMG. Mel has a reputation for leading programmes with energy, engaging effectively with leadership, programme teams and employees at all levels.

Mel has worked across industry sectors with extensive experience in Financial Services, Consumer Business and Telecommunications. Mel is a Fellow of the CIPD.



## Modernisme (n)

- 1 a response to the industrial forms imposed by the Industrial Revolution's technological advances
- 2 a strong sense of optimism and faith in progress

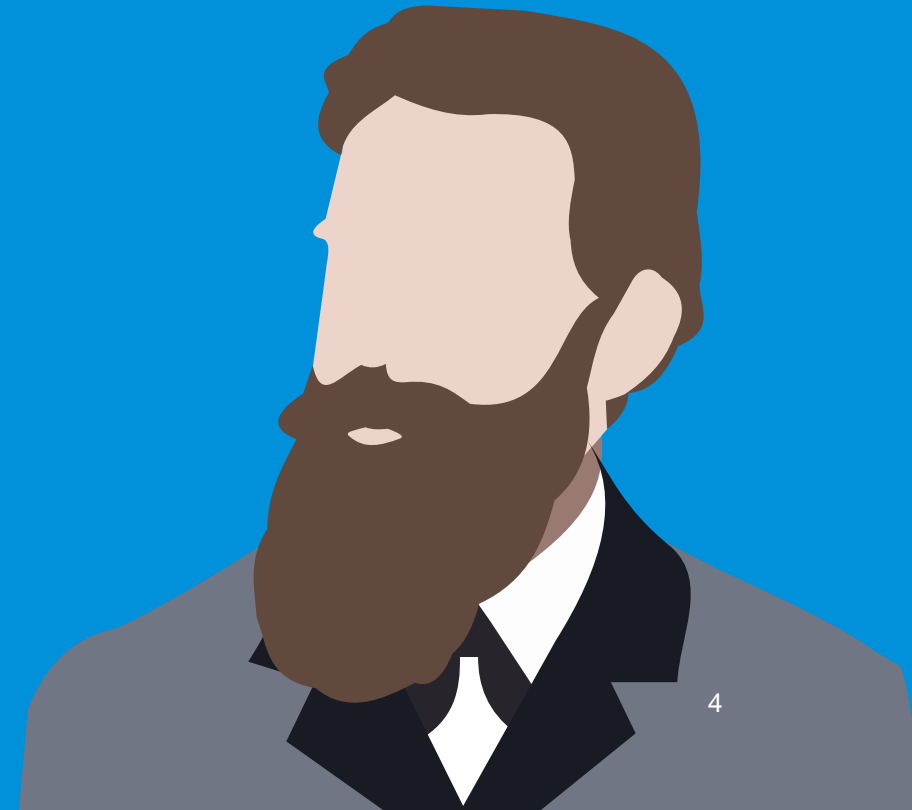
<https://www.youtube.com/watch?v=G3BFy3k09SI>



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Antoni Gaudi  
1852 - 1926





# Doodles and mosaics

A short lesson in the art and wellbeing aspects of doodling.



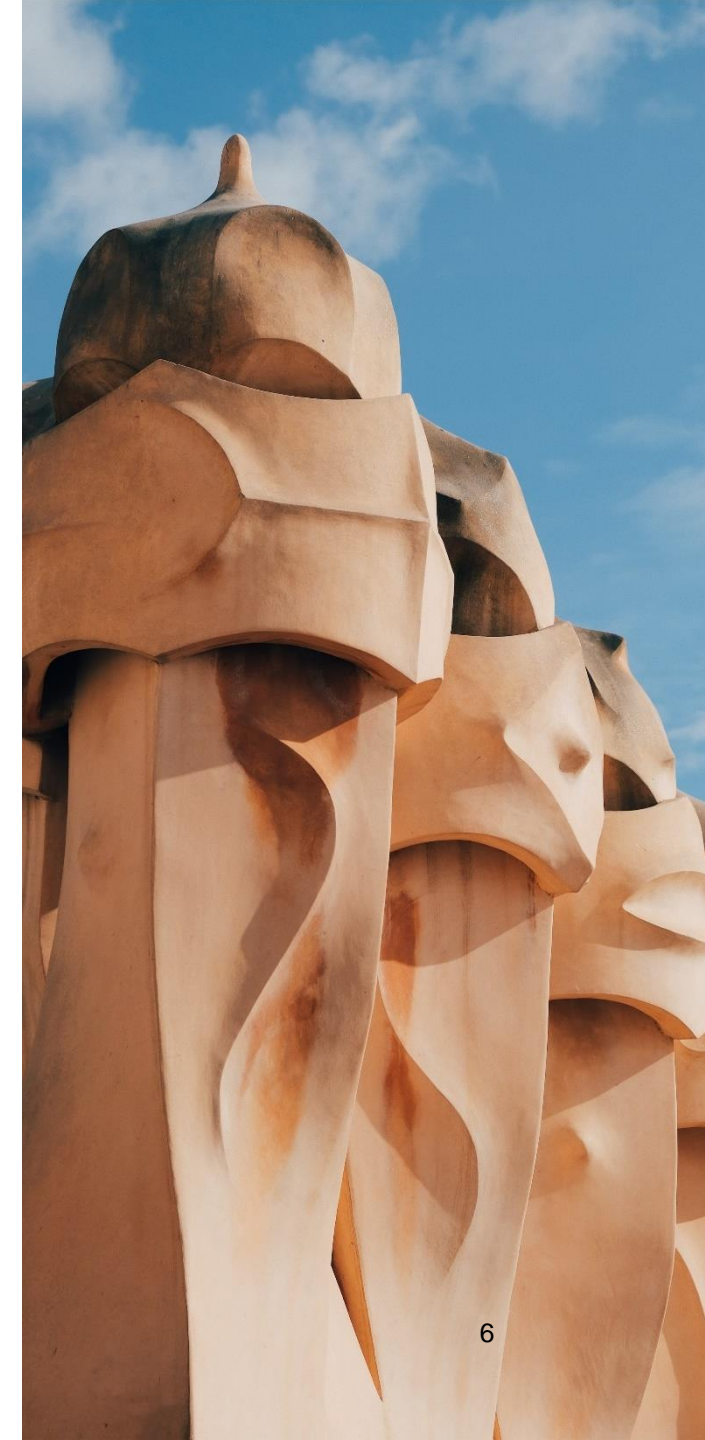
# A disrupted employment environment

“Digitalisation” is a key element of current employment disruption.

Technology		Proliferation of data generation and capture and resultant risk
		Speed and scale of technical change: Industrial Revolution 4.0
		Digital labor replacing partial or full job roles
		Real time versus on time data expectations
		Pursuit for innovation
		Hyper-connectivity of people within organisations
		More agile organisational boundaries through connectivity and contingent workforce
		Rapidly increased pace and expectations for benefits realization
		Increasing emergence of SaaS
		Globalisation enabled by technology and communications

“Nothing in life is to be feared, it is only to be understood. Now is the time to understand more, so that we may fear less.”

— Marie Curie, Physicist and first female winner of Nobel Peace Prize

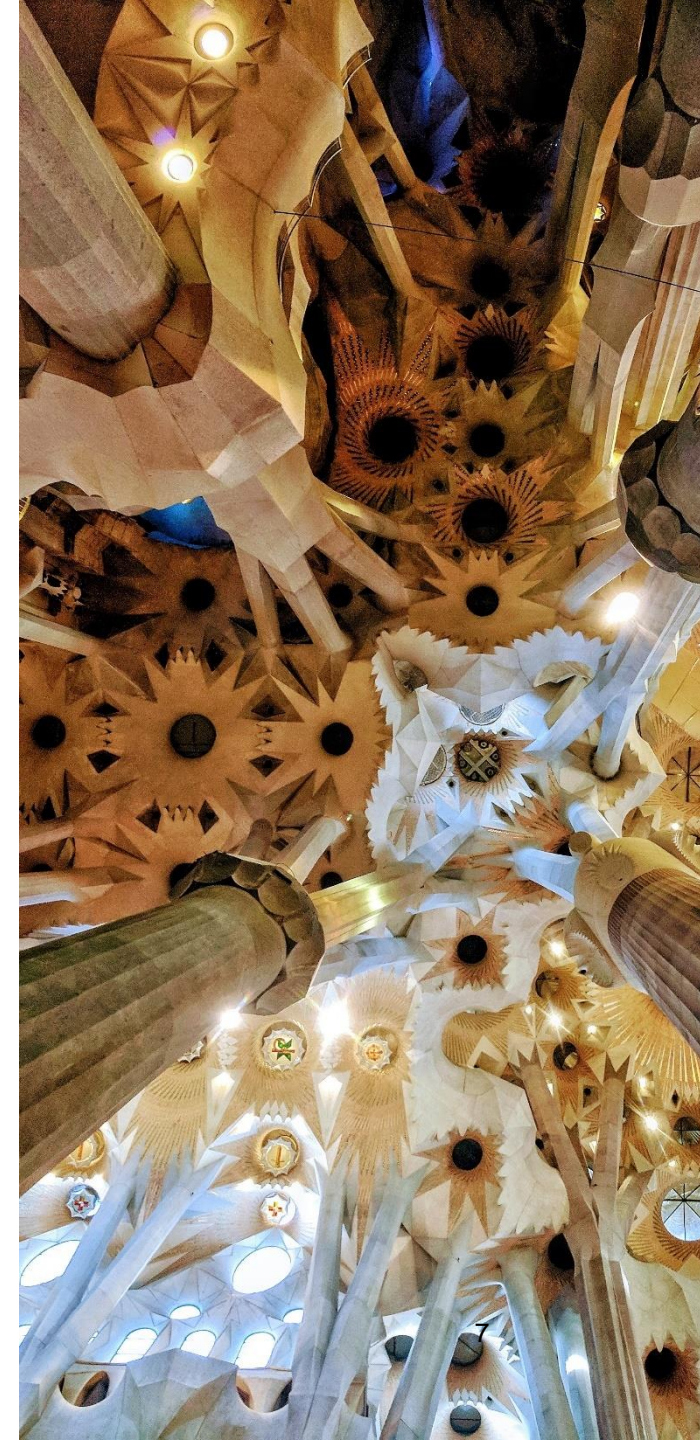




# A disrupted employment environment

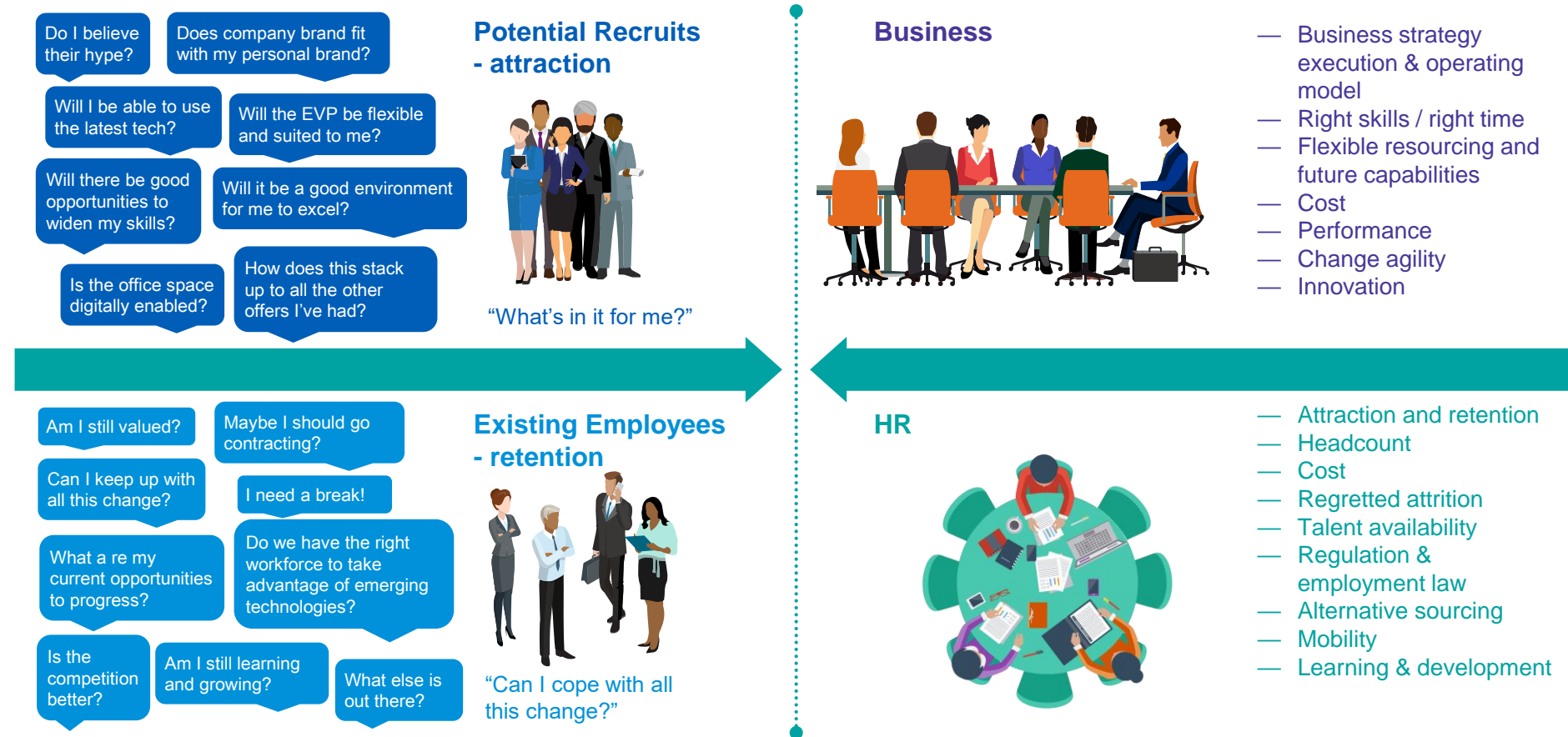
But, so too is the fast changing socio-economic environment.

Population		100 year life / 5 generations in workforce with different expectations and needs
		Lifelong learning to support multiple careers
		Reduced career planning horizons
		Emergence of alternative and temporary workplaces
		Increased expectation of fairness and transparency
		Employee expectations mirroring consumer expectations
		Increased focus on health and well-being
		Increasing employment leading competition for talent, skills and labour
		Reduced opportunities for quick growth / wealth and low interest rates
		Economic and political change, including Europe



# Reactions to a changing world of work

Balancing the requirements of employees with those of the business is becoming more complex and requires a holistic view of the workforce.

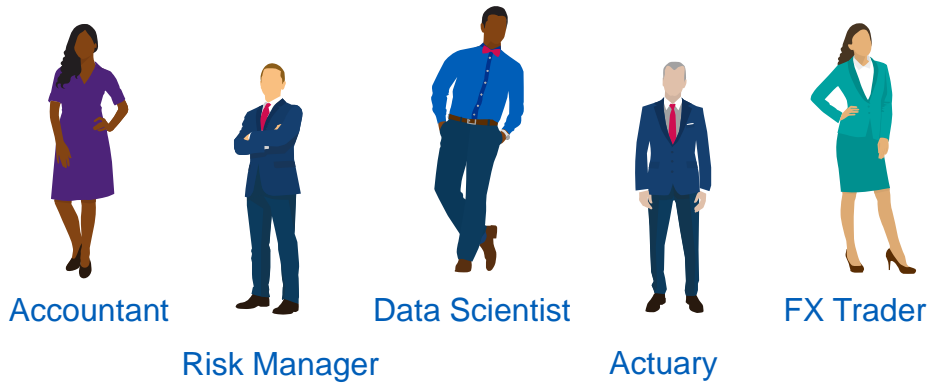




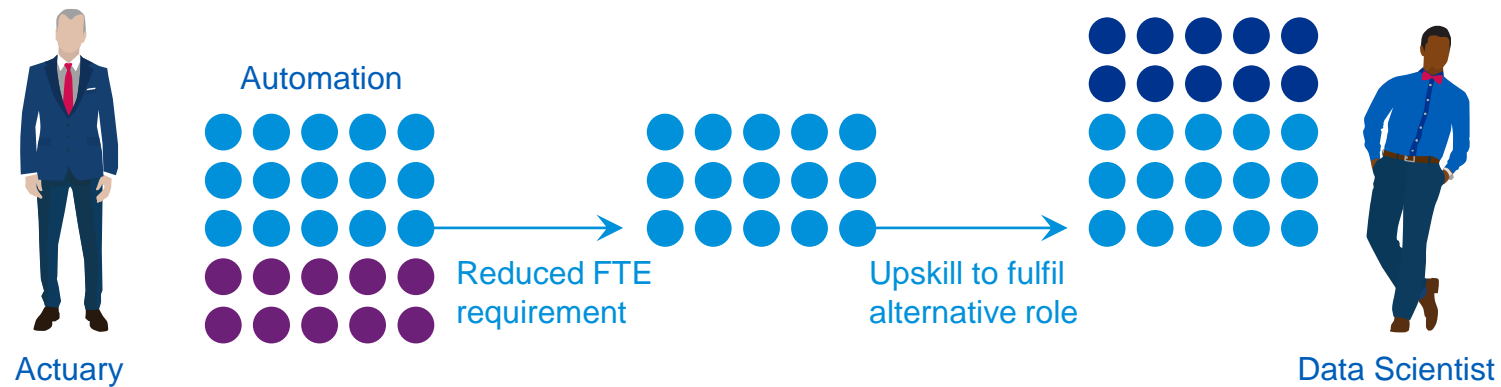
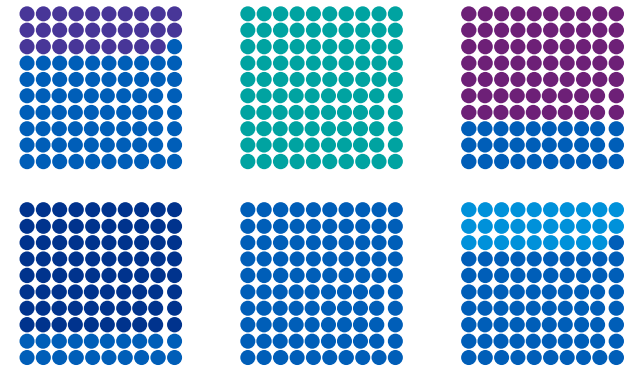
# Traditional job roles are changing

and it affects both recruitment and attrition

From job role based design...

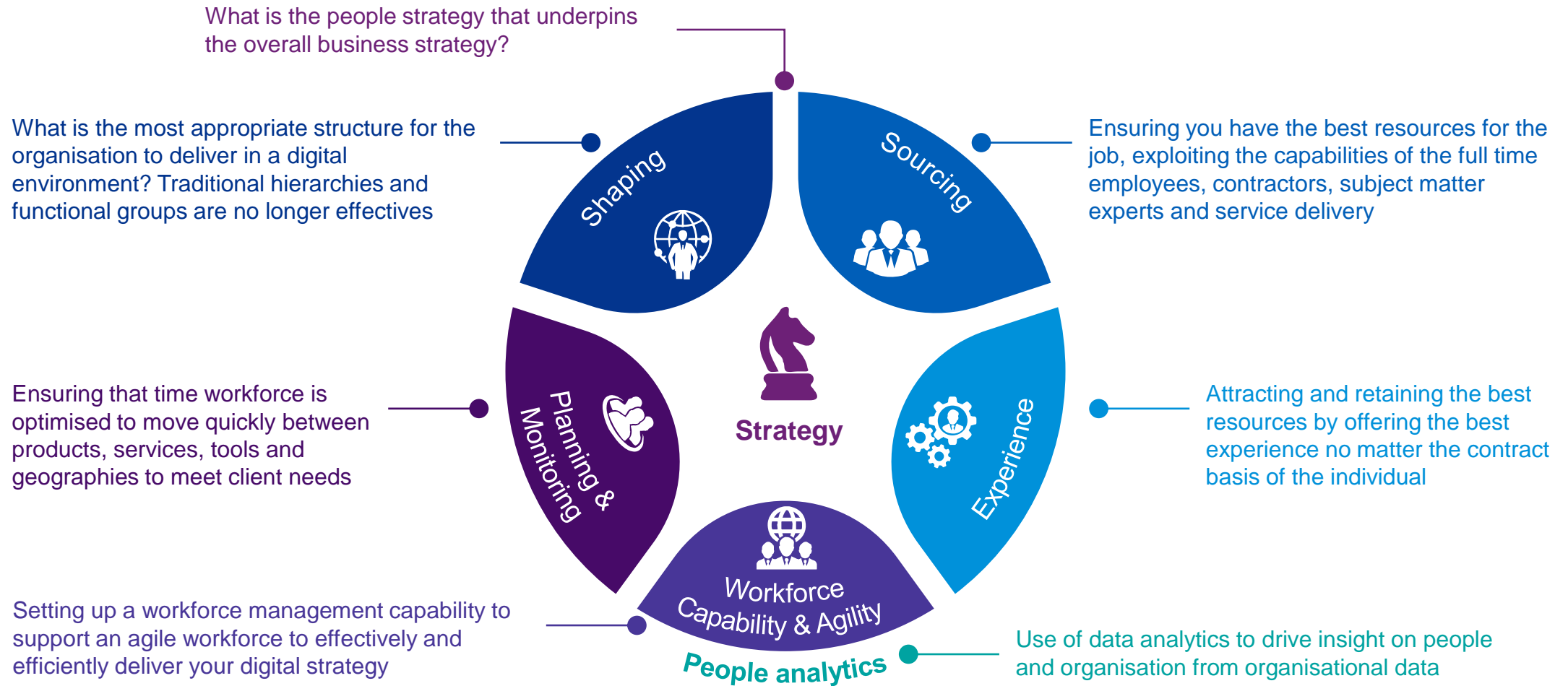


...to skills and task based design

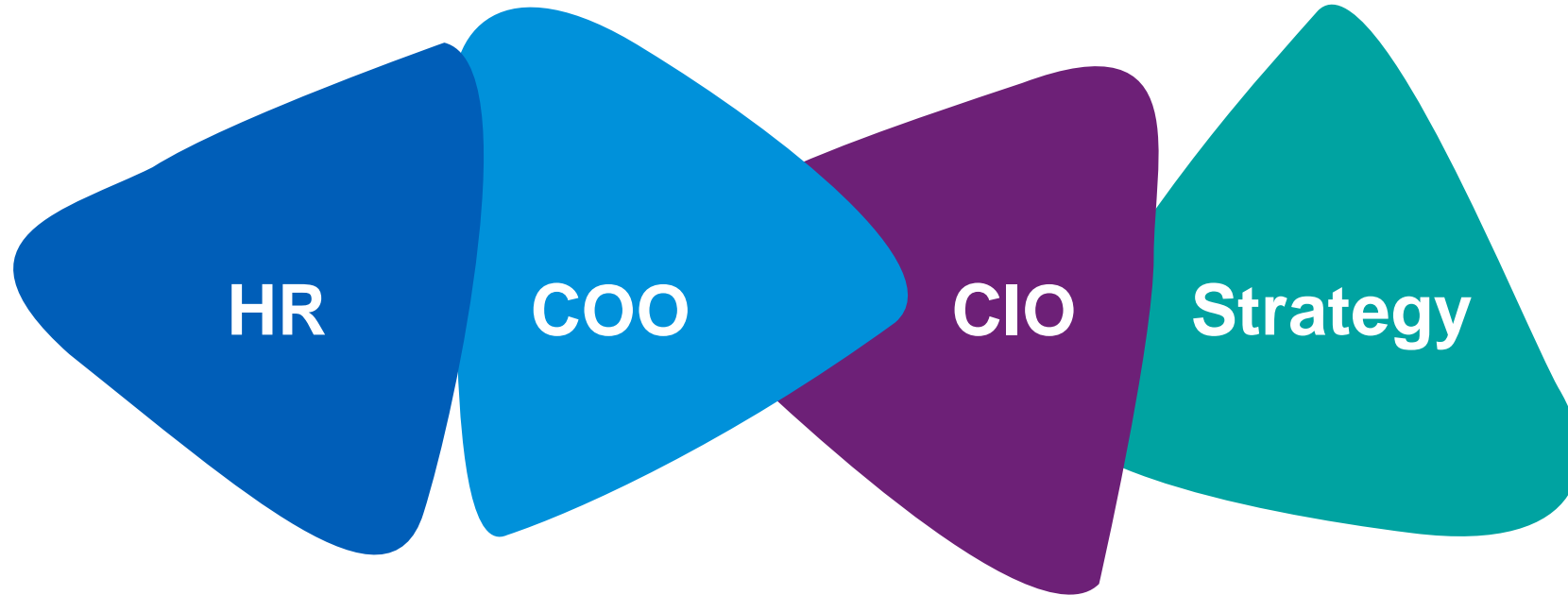


- ✓ Reduced redundancy
- ✓ Reduced recruitment cost
- ✓ Retention of business knowledge
- ✓ Loyalty

# Our approach to Workforce Transformation



# Who's responsible?





# Activities

- What most concerns you about the future of work? A face to face discussion.
- What one consideration/learning will you take away from today's session?
- Pick a card...any card!
- A last note on the Sagrada Familia





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