

# “The War for Talent”

My personal view on how to deal with this in a peaceful way...



# War for talent ?

## Context

**Scarcity** in the labour market both in numbers and in “future-proof skills”

+

The job content and the required skills in the companies **change very rapidly** ... and this pacing will not slow down anymore



# War for talent ?

## Context

What we often hear ...

*“It is about attracting the right people”*

*“It is about attracting the right skills”*

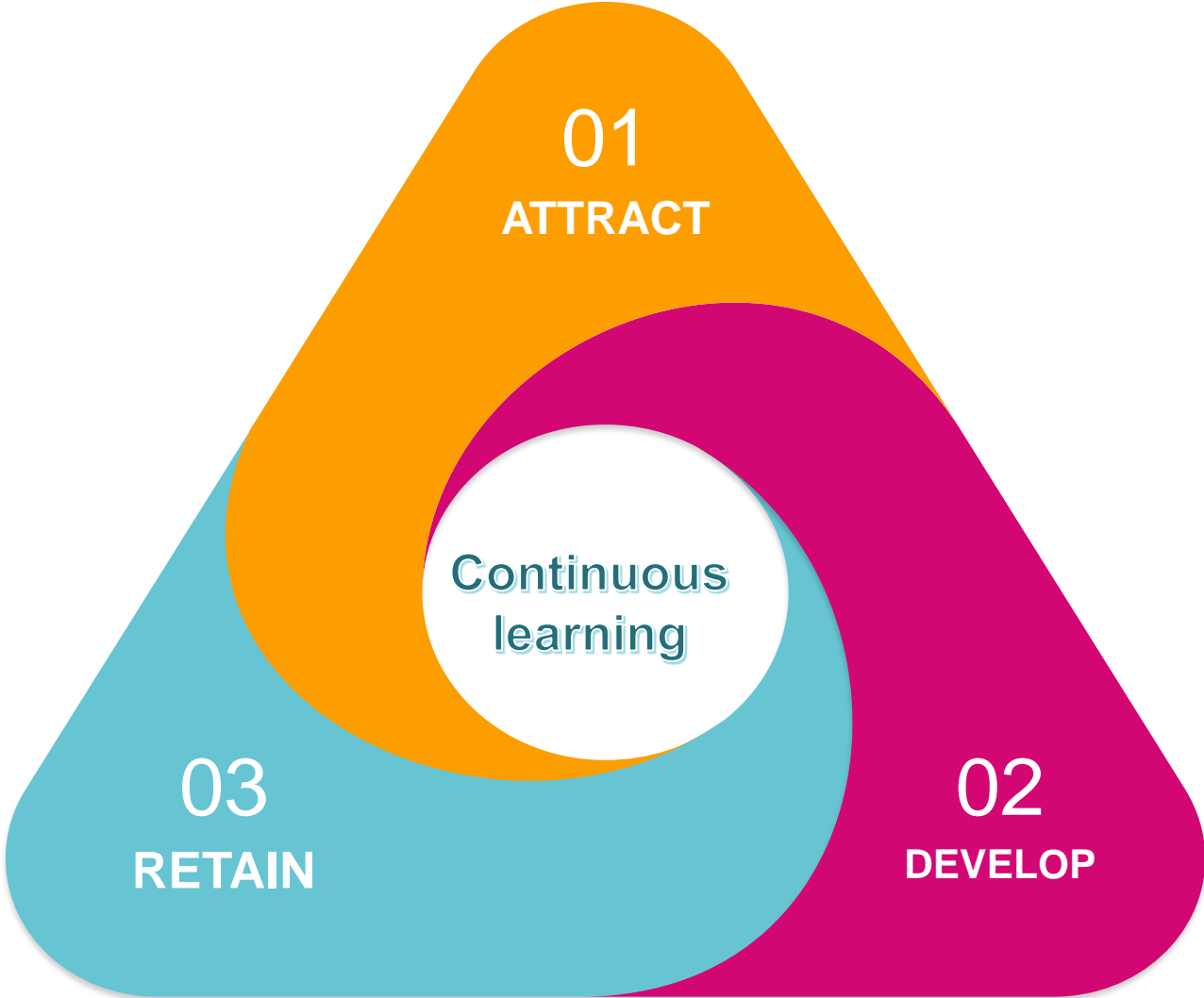
*“It is about paying enough...”*

*“It is all about Employer Branding”*

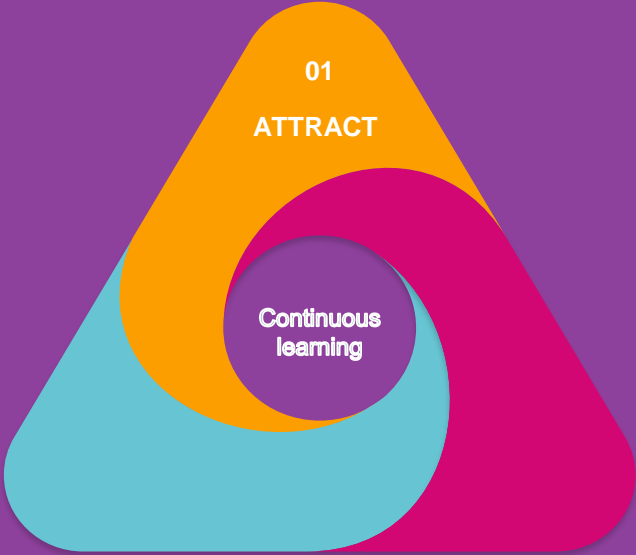
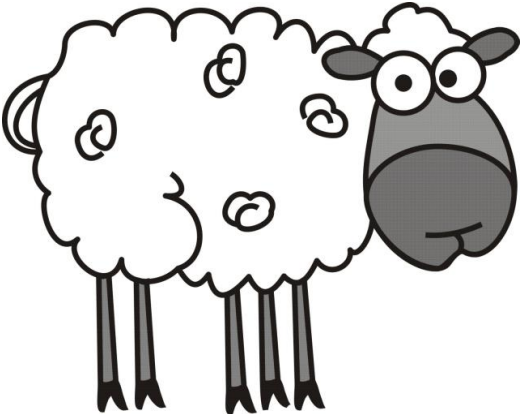
# War for talent ?

Not only about attracting ...

And the weapon that can make the difference ...



# War for talent ?

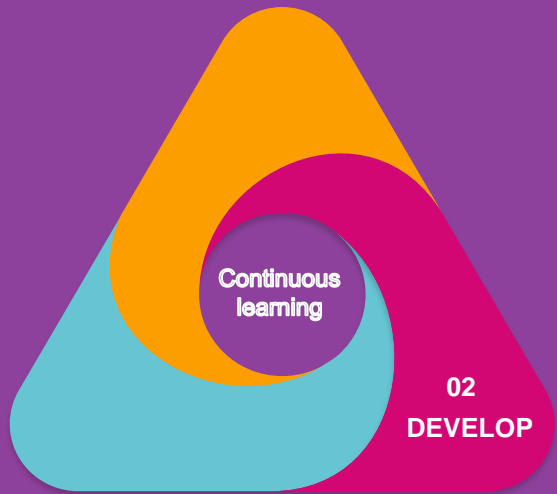


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"We're looking for someone with the wisdom of a 50 year old, the experience of a 40 year old, the drive of a 30 year old and the pay scale of a 20 year old."

**MISSION: IMPOSSIBLE**

# War for talent ?



## ~~“Top”~~ Talent Management & Development **ALL**



**Continuous learning** is key for **all** staff

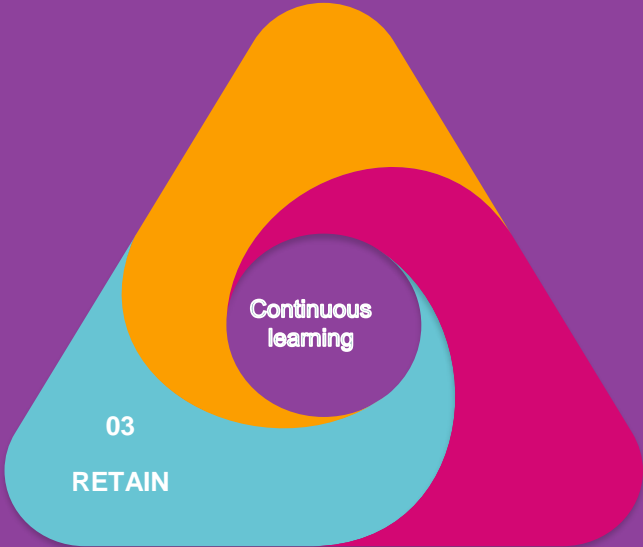
not only in their expertise

soft & hard skills

not only “in the company-box”

enriched & inspired with “outside -in”

# War for talent ?



## How to Retain Great Employees

Allow employees to use their talents and skills

Communicate expectations clearly

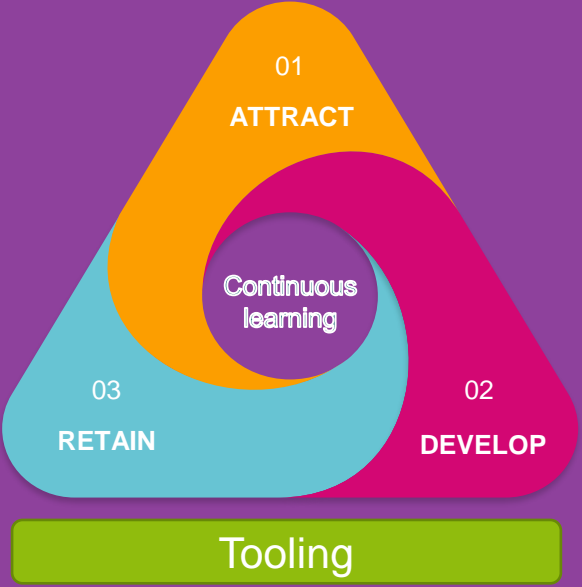
Provide a platform for employees to speak their minds freely

Make staff members feel appreciated

Provide quality management or supervision

the balance

# War for talent ? Key successfactors



**Mindset-shift** in the organisation



Evolve from  
*Learning management to Learning experiences*  
along the employee journey

**Sponsorship of C-level**



**Tools & systems**  
compatible with different generations & personal preferences

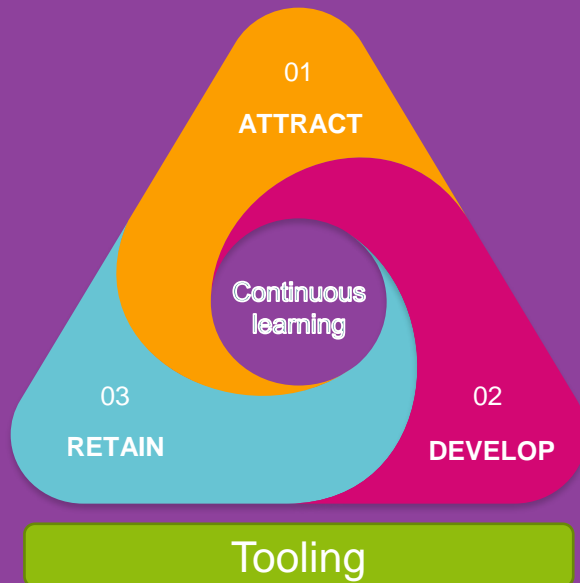


24/7 available  
Easy accessible  
Different modalities



# War for talent ?

## KEY takeaways



1. **War** for talent becomes **Peace** for talent when Continuous Learning is embedded
2. If this “Continuous Learning” mindset is embedded during the **whole employee journey** and at all levels of the organisation the staff and the organisation will be well equipped for the future challenges
3. Make sure you support this shift of mindset with the **right tools** to be able to offer a top learning experience !

# A final personal word

...

*If one asks my Career advice regardless her/his age, expertise, degree or experience ...*

***“Continuously learn & discover yourself & the world”***

*is my answer.*

*If every does this, the person, the companies & society will gain from it and all talents will be used at their best !*



**THANK  
YOU FOR  
LISTENING  
ANY  
QUESTIONS?**