
TALENT SHORTAGES: HOW TO MAKE THE BEST USE OF THE TALENT YOU HAVE – ABSTRACT

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Overview

Western Europe has a shortage of talented individuals, and for large enterprises this can cause real business pain. However if we look beyond Western Europe is there really a shortage of Talent? There are developing nations who suffer different sorts of Talent Challenges, with migrations of people once skilled from these developing nations. This is understandable and yet can cause challenges for those developing nations.

This presentation looks at the Talent War, and provides a view on how companies can effectively manage existing Talent. It takes a fresh view at the challenges that face companies, and how forward looking business leaders can more effectively manage their critical talent, and use that talent to drive the business forward. It focuses on how to attract, develop and retain talents within the organization, and also provides a maturity model for assessing a company's Talent Management processes, including Onboarding, Learning Management, Performance Management, Succession Management, and Compensation Management.

Drawing on the experiences of the individuals this looks at history, but also takes a forward view, assessing the global dynamic changes that are making the war for Talent become more critical over time.

Case studies will focus on real customer scenarios, and will highlight the potential business benefits that can be derived from the true management and retention of Talent. At the same time, case studies will also highlight other situations where internal politics, empires, and lack of leadership has sometimes caused businesses to be unable to look after their critical talent.

Audience Benefits

The audience will gain a Holistic Understanding of Talent Management and the ability to assess the Maturity of your own Talent Management Situation. Attendees will get a backward and forward looking view into the Talent War, and will realize the benefits of integrated Talent Management. At the same attendees will understand more about the potential pitfalls of badly implemented Talent Management strategies, and will be able to recognize possible challenges within their own businesses.

Presenters

This presentation will be delivered jointly by Dr. Roger Strathausen and Steve Curtis.

Roger Strathausen is an independent strategy and management consultant and an expert in the areas of Talent Management and Learning. A frequent presenter at international conferences and author of numerous articles, he draws on his experience in setting up Corporate Universities, designing Learning Strategies, and implementing Knowledge Transfer Programs. Roger holds a Ph.D. from Stanford University (USA) and an M.A. from the University of Tuebingen (Germany). He also has lectured at the Universities of Heidelberg and Kaiserslautern on topics of HR and Personnel Development.

Steve Curtis is currently the Business Consulting Director for Plateau, and has spent over 22 years in IT, with 10 years of that working within HR, and roles with Barclays Bank, BIS Banking Systems, SSA, Microsoft, and PeopleSoft. Steve is an Associate of the Chartered Institute of Bankers, and has spent many years working with large enterprise companies to implement and advise on HR and Learning Strategies.

Keywords: talent, talent management, talent shortage, gestion du talent, GPEC

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