



The Need for Speed

Rethinking the Talent Strategy

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**COMPANIES THAT GET TALENT RIGHT IN THE FIRST YEAR
ACHIEVE A 2.5X RETURN ON INITIAL INVESTMENT**

GETTING IT RIGHT IS HARD

>50%

OF SENIOR LEADERS RECRUITED FROM OUTSIDE AN ORGANIZATION EXIT WITHIN 24 MONTHS



ONLY 61%

OF NEW HIRES WOULD BE REHIRED



...AND IT'S GETTING HARDER!

69%

OF COMPANIES IN THE US
ARE STRUGGLING TO FIND
TOP TALENT, A **5X**
INCREASE FROM 2010



CAREER CHANGES
HAVE INCREASED BY

50%

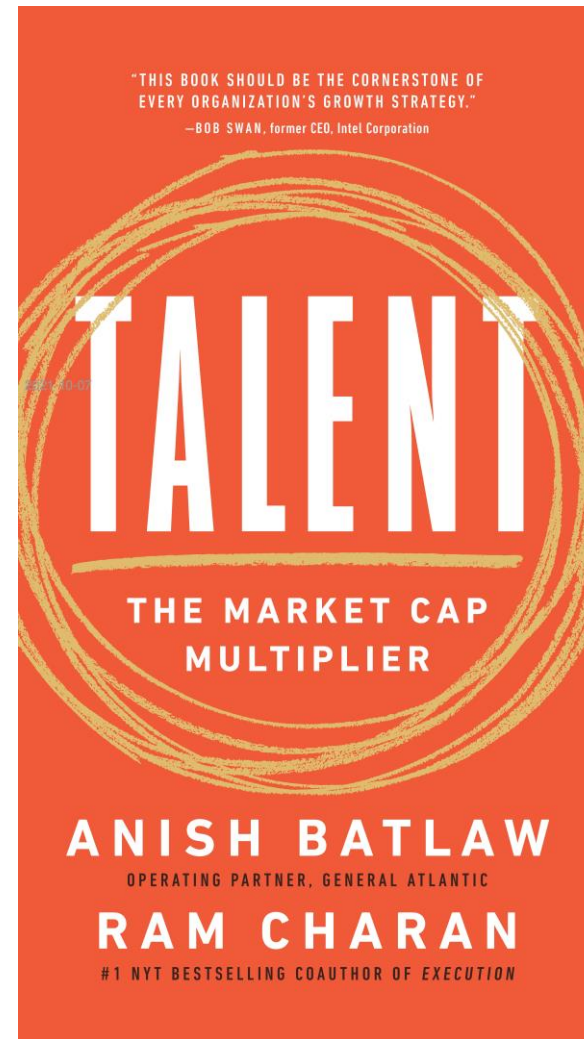
SINCE JUNE



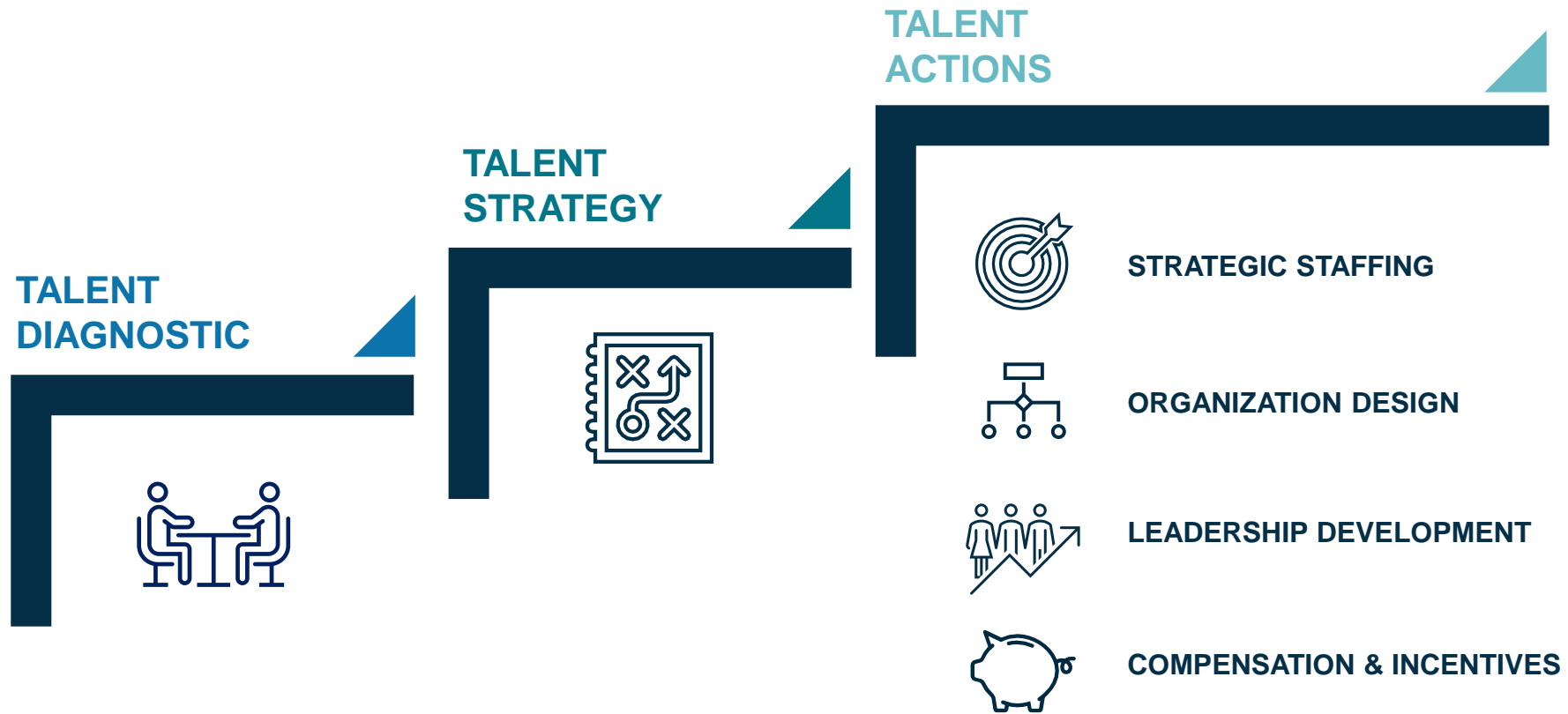
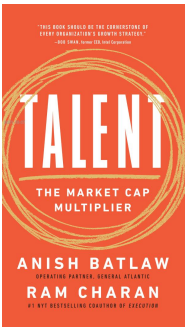
NOW IS THE TIME TO **RETHINK THE TALENT PLAYBOOK**



TALENT: THE MARKET CAP MULTIPLIER



BUILD THE RIGHT MANAGEMENT TEAM WITHIN 6 MONTHS

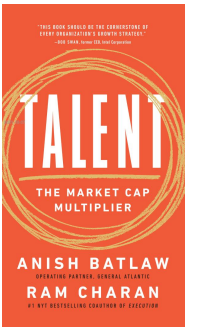


IMPLEMENTING THE TALENT PLAYBOOK

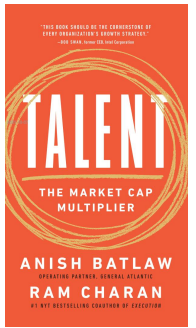
 **INCREASE ACCOUNTABILITY** AND FOCUS ON TALENT DECISIONS

 **RAISE THE BAR** ON TALENT

 **REVIEW, LEARN AND IMPROVE**



ALWAYS BE RECRUITING

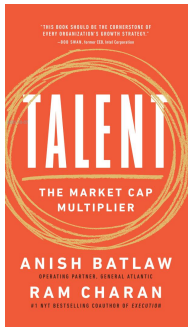


TIME WELL SPENT™

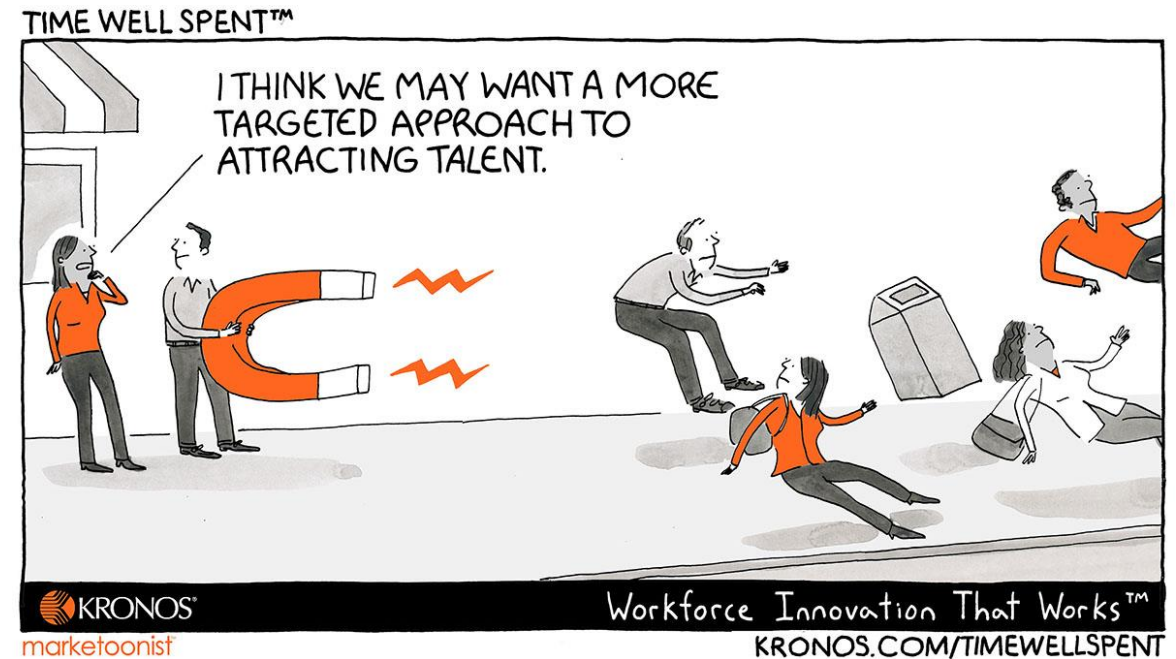


- BUILD AN **EXTERNAL** NETWORK
- KNOW **INTERNAL** TALENT

MOVING WITH SPEED & ACCURACY



- DEVELOP **STRONG PARTNERSHIPS**
- ASSESS, **REFERENCE AND VALIDATE**
- INVEST** IN TOP-TALENT



A world map with a dark blue background and light blue outlines of continents and countries. The text "THANK YOU" is centered over the map in a bold, yellow, sans-serif font.

THANK YOU