

CC | the **curve**
group



The Talent Tightrope

**Have you built your company's
safety net?**

**92% of UK HRDs say
re-designing their organisation
is their most important priority
for the next year**

Digital Disruption...



Slime Mold Computing



Wearables



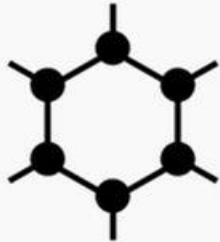
Meat Printing



Brain Machine Interface



Autonomous Car



Graphene



Exoskeletons



3D Replication

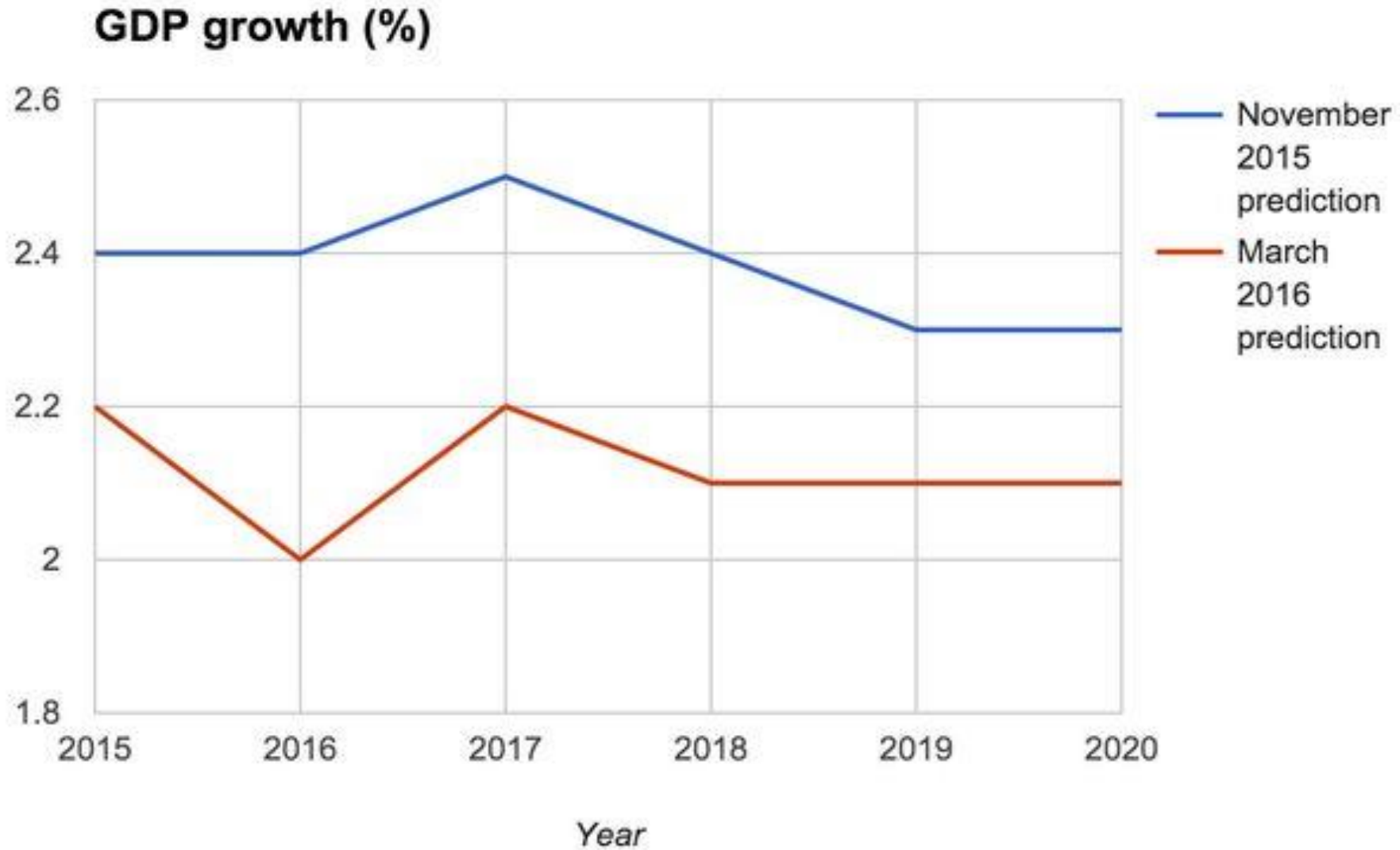


Encrypted eMail



Synthetic Biology

Flat-lining Economy...



New Market Entrants...



So...

**92% of UK HRDs say
re-designing their
organisation is their most
important priority for the next
year**

**BUT...only 44% feel
prepared/able to do so**

48% do not have access to the Talent capable of making the required changes

50% can't focus their time on strategic value-add activities due to:

§ **managing admin tasks**
(31% spend the majority of their time on recruitment)

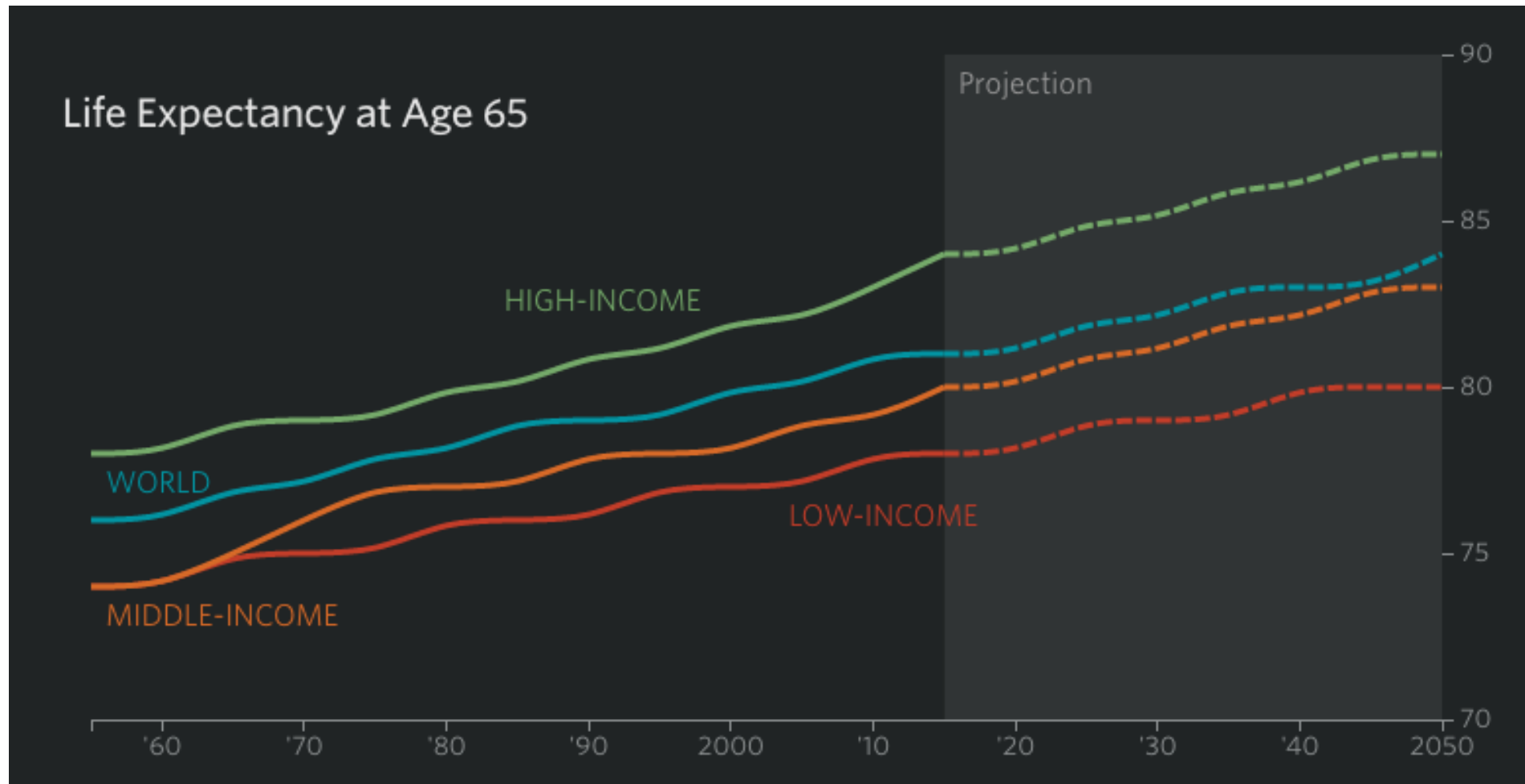
§ **short-term pressures in the business**

Why?

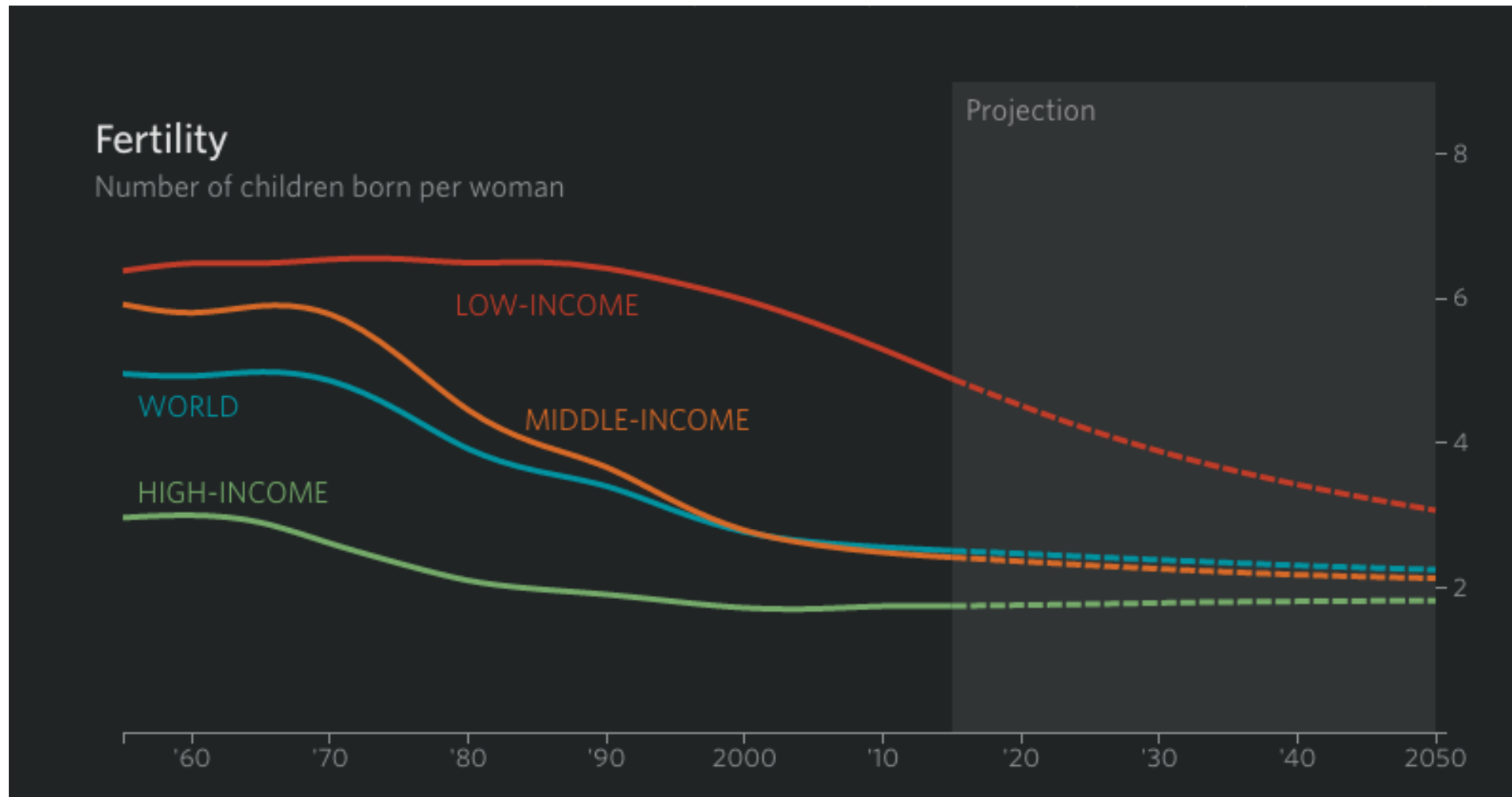
Global Economic Context

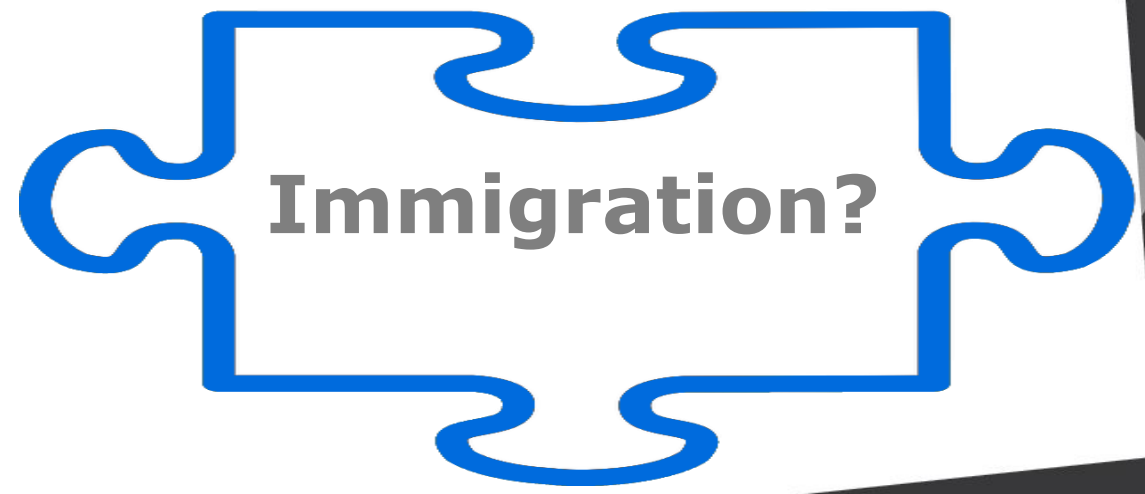
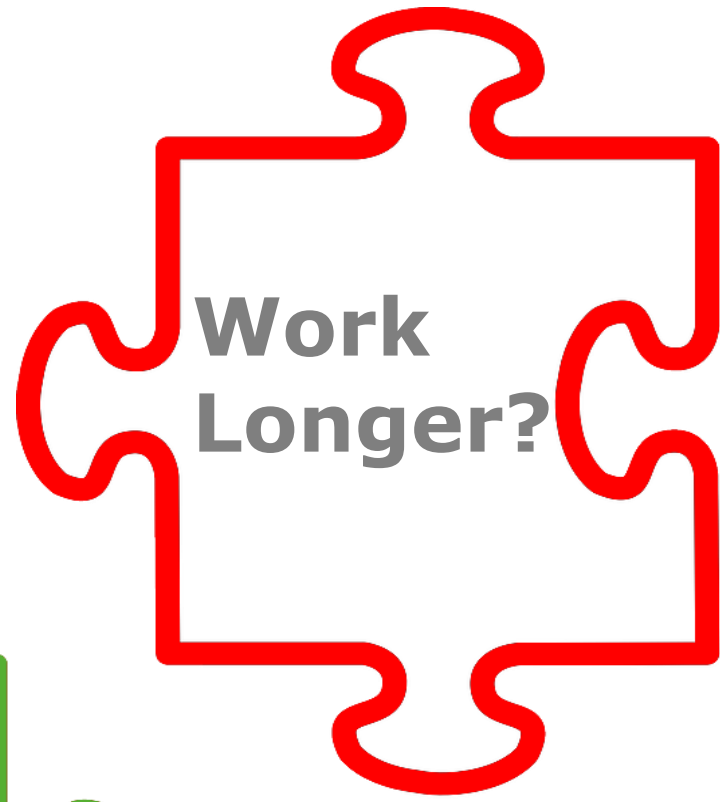
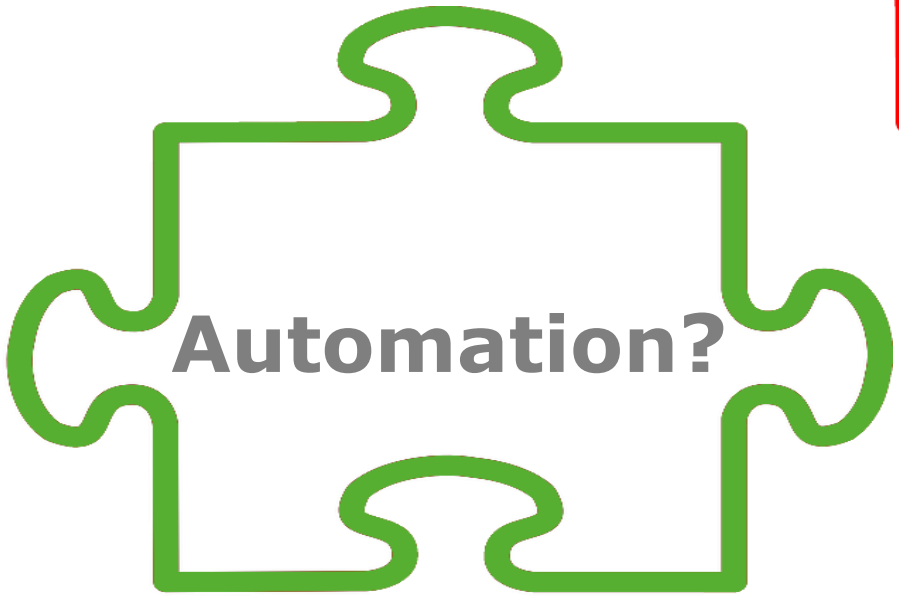
For the first time since 1950, the world's advanced economies combined working-age population will decline

We Have an Ageing Population...



With Record Low Level Birth Rates...





It Gets Worse...

36% of employers are unable to fill skilled positions. Right Now

By 2020 there will be a shortage of university educated workers of 38-40m

By 2050...The "Working Population" (15-64 yrs old)

Japan
28%

Russia
21%

Germany
23%

China
21%

Italy
23%

Consumers evaluate the quality of firms largely on the basis of their interactions with their employees

**Meaning the impact of
employee attrition on
customer attitudes can be
massively detrimental to a
business' bottom line**

Employee Stickability©

**32% of HRDs have
made retention a top
business priority for
the next 12 months**

Employee Stickability©

59% of HRDs are investing more in their employer brand compared to last year

Passive Vs. Active Candidates



Active candidates
are **60%** MORE
likely to leave your
company in the first
6 months than
passive candidates

Passive candidates
are also **25%**
more likely to stay
with the company
in the long term

**60% of candidates have quit
an application process
because it took too long**

82% of HRDs have at least the same or more budget approved for 2017 to focus on Talent Acquisition & Retention

In Summary...

Flat Economy

Disruptive Technology

Re-invent the business model

Digital Disruption

Ageing Population

Become a Magnet for Talent[©]

Shortage of Skilled Workers

-ve Impact on Customers

Employee Stickiness[©]

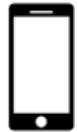
Passive vs. Active



For Slides or to Say Hello...



lyndsey@thecurvegroup.co.uk



07775 542443



@lyndseydsimpson



Lyndsey-Simpson

Sources:

September 2016 HRD Survey commission by The Curve Group, delivered by Limelight; Deloitte; International Labour Organization; CEB Recruiting Leadership Council Global Labour Market Briefing; LinkedIn; Officevibe, Oracle Talent Solutions, CIPD, APSCo, Wall Street Journal, Oasis Resourcing Insights, Office for Budget Responsibility

