



# Talent Management Tendencies for the 21 c.

Olivera Gegovska  
Corporate HR Manager  
Seavus Group

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Once upon a time...



Author  
Date

Page 2

# Where are we now?

- **Unpredictable business environment**
- **Development of new technologies**
- **New knowledge developed and**
  
- **Now we have a workforce who....**

# The multi generational workforce

➤ **Baby boomers born 1946-1964**

➤ **Gen X -1965 -1975**

➤ **Gen Y – 1978 – 2000**

➤ **Nexters – after 2000**

# Loyalty is DEAD!

- **The new generation of talents do not work for an employer;**
- **“Pick a place to live, then find a job”;**
- **Metrics of the new generation of talent;**

# New Tendencies

# the Web 2.0 world



## connected anywhere anytime



around 2 billion people online, no fiction, but a fact

# the Web 2.0 world

The image shows a screenshot of the Wikipedia article for "Web 2.0". The page features the standard Wikipedia layout with a navigation sidebar on the left, a main content area, and a search box. A large blue banner is overlaid at the bottom of the page with the text "Co-Create & Collaborate".

**Navigation:**

- Main Page
- Contents
- Featured content
- Current events
- Random article

**Interaction:**

- About Wikipedia
- Community portal
- Recent changes
- Contact Wikipedia
- Donate to Wikipedia
- Help

**Search:**

Go Search

**Toolbox:**

- What links here
- Related changes
- Upload file

**Article Content:**

**Web 2.0**

From Wikipedia, the free encyclopedia  
(Redirected from Web 2)

**Web 2.0** is a trend in the use of World Wide Web technology and web design that aims to facilitate creativity, information sharing, and, most notably, collaboration among users. These concepts have led to the development of social-networking sites, wikis, and user-generated content. Other terms that refer to a similar trend include Web 2.0, Media Web 2.0, and Web 2.0. The term "Web 2.0" was popularized by a book by Tim O'Reilly and Ragan M. Mazer, which was published on September 30, 2005. The book summarizes his view of Web 2.0. The mind map pictured above (constructed by Marius Angermeier [1] on November 11, 2005) sums up some of the themes of Web 2.0, with example-sites and services.

**Sharing**

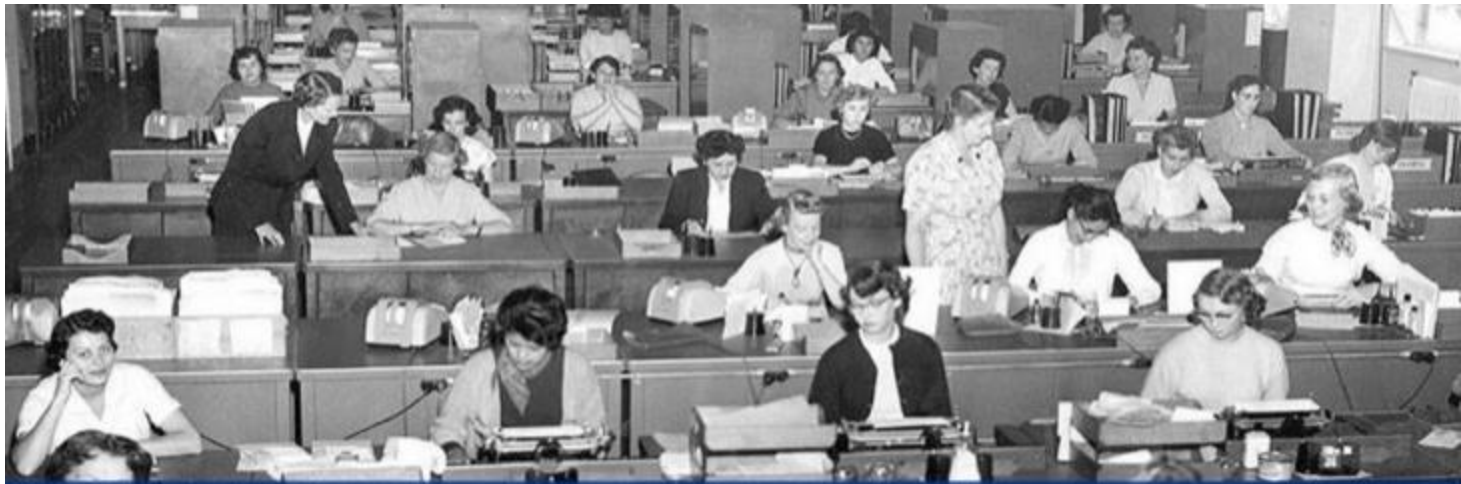
Internet as platform, and an attempt to understand the rules for success on that new platform.<sup>[4]</sup>

Some technology experts, notably Tim Berners-Lee, have questioned whether one can use the term in a meaningful way, since many of the technology components of "Web 2.0" have existed since the early days of the Web.<sup>[5][6]</sup>

**Contents** [hide]

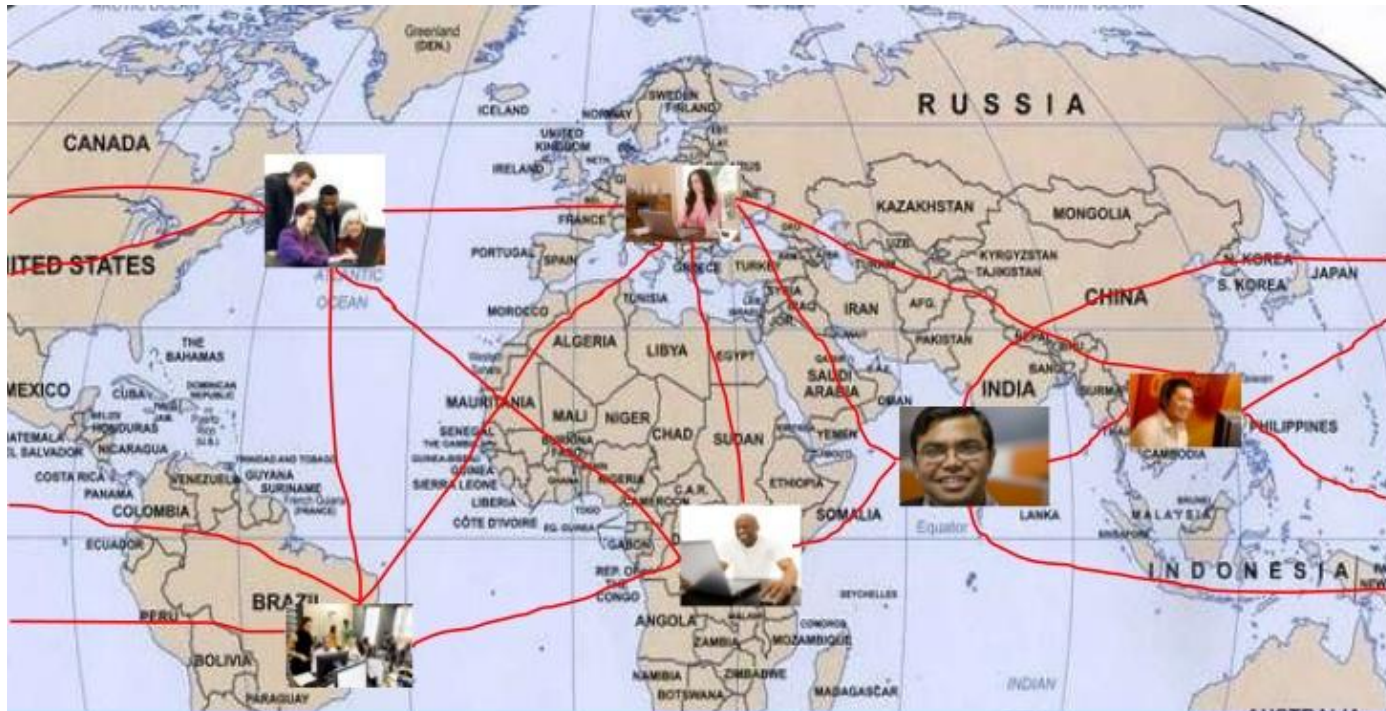
- Definition
- Characteristics
- Technology overview
- Associated innovations
- Web-based applications and desktop applications
  - 5.1 Rich Internet applications
  - 5.2 XML and RSS





# New ways of working emerge





## 2.0 global multi cultural workforce

Alexander Crépin

[www.outplacement20.nl](http://www.outplacement20.nl)

Author  
Date

## 2.0 Working spaces

offices becoming meeting places



Alexander Crépin

[www.placement20.fr](http://www.placement20.fr)

# New Tendencies

- **Traditional career development vs. the new**
- **Traditional recruitment vs. the new**
- **Traditional communication media vs. multi media**
- **Hierarchy vs. network**
- **Learning at school vs. life –long learning**
- **Stability and security vs. dynamism and opportunity**

# The HR Changing Responsibilities

- **Make and buy to manage risk**
- **Adapt to the uncertainty in talent management**
- **Improve return on investment in developing employees**
- **Preserve the investment by balancing employee-employer interests**

**Thank you**