

Employee Centricity Series

The Future of Talent Attraction

28th May 2019



EMPLOYEE
CENTRICITY

How to participate in this webcast

- 1. Ask questions** as they occur via the chat box at the bottom left of your screen. We will weave them into the conversation and may follow up via email if there are questions left at the end of the hour.
- Feel free to **download the presentation** via the 'File Download' pod in the bottom center of your screen
- You may **full screen** the video or PPT at any time by clicking the 4 arrows at the top right of the screen
- Complete the brief **evaluation** at the end so we can incorporate your feedback into future programs
- Share this program with your colleagues. It will be available **On Demand** after the webcast on The Conference Board website.



Earn Credits

- Stay online for the entire webcast
- Credit available for participation in the live webcast only

HRCI

- ✓ Type your full name, email address, and specify “HRCI” in the space provided

SHRM

- ✓ Type your full name, email address, and specify “SHRM” in the space provided

CPE

- ✓ Type your full name, email address, and specify “CPE” in the space provided
- ✓ Click ‘ok’ for 3 popups that occur during the program



Panelists:



Katharine Coombes

Regional Head & Director, Talent Acquisition APAC & China
LinkedIn



Beecher Ashley-Brown

Co-Founder & Sr. VP
AJINGA



Lopa Patel

Director Talent Acquisition
Tetra Pak International SA.

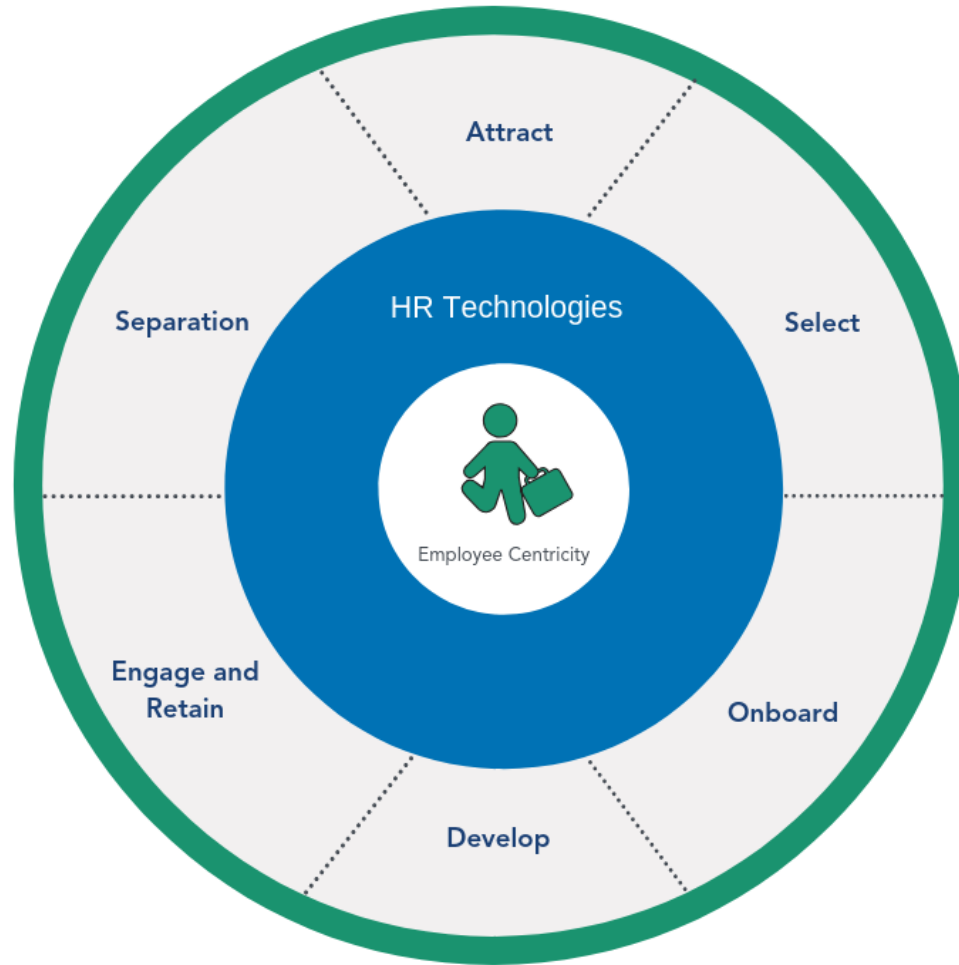


Tara Murphy (Moderator)

Council Director, Strategic Workforce Planning; HR Operations; Talent Acquisition Executives Councils
The Conference Board



Employee Centricity & The Future of Work



Talent Attraction Experiences & Emerging Trends?



Candidate Expectations

... **Understanding**
and...

.... **Meeting**
Expectations

...‘Digital Opportunities’....

... Social Media... Impacting Talent
Attraction and Employer Branding?

.....

....Expectations 2 – 5 years?



Digital Pilots



...‘Candidate Centricity’....

... Initiatives to make talent attraction strategies more candidate centric?

.....



Webcasts

Upcoming webcasts:

[The Future of Talent Assessment](#)

June 04, 2019 11:00 AM CET / 17:00 PM SGT

[The Future of Onboarding](#)

June 18, 2019 11:00 AM CET / 17:00 PM SGT

[The Future of Talent Management & Leadership](#)

June 19, 2019 11:00 AM CET / 17:00 PM SGT

[The Future of Employee Engagement & Retention](#)

June 26, 2019 11:00 AM CET / 17:00 PM SGT

[The Future of AI in HR](#)

July 02, 2019 11:00 AM CET / 17:00 PM SGT

[Register for entire series](#)



Related Research

[Total Talent Mobility: Strategic Purposes, Barriers, and Best Practices](#)

April 2019 | Research Report

This report outlines 10 strategic purposes of total talent mobility, the primary barrier(s) to each purpose, and the best practices to alleviate those challenges.

[C-Suite Challenge™ 2019: The Future-Ready Organization: Latin America](#)

April 2019 | Publication

The successful organization and CEO of the future will be open, transparent, and willing to share information at all levels while thinking holistically about the impact of their business on society, according to our CEO respondents in Latin America.

[Future of Work in Asia: The Digital Transformation Journey and Its Impact on How Work Gets Done](#)

April 2019 | Key Business Issues

Hiring, developing, and training talent in Asia-Pacific and China will change as data provides critical insight into how to create customized individual retention strategies.

For more click [HERE](#)



Related Research

<https://www.ajinga.com/>



The screenshot shows the homepage of ajinga.com. The navigation bar includes 'ajinga.com', 'Job Seekers', 'Employers', 'Training', 'Sign In', and '中文'. The main banner features the title 'China Mobile-Social Recruiting Survey Insights' and a 'Free Download Here' button. The AMCHAM SHANGHAI logo is visible in the bottom left. A thumbnail of the report cover is shown on the right, with the title 'China Mobile-Social Recruiting Survey Insights (2018 - 2019)' and a subtitle 'From WeChat to AI, the rise of new technologies has forever changed how companies approach recruiting in China.' The ajinga.com logo is at the bottom of the thumbnail.



Related Peer Networks

[Talent Acquisition Executives Council](#)

As talent acquisition leaders in Europe, our goal is to develop and implement strategies and tactics that enable our companies to hire the right talent at the right time.

[Leadership, Talent & Organizational Transformation Council](#)

The Leadership, Talent & Organizational Transformation Council in Europe focuses on identifying and promoting best practices on how to develop talent, create highly effective leaders and help organisations to improve business performance.

[Asia Talent & Diversity Council](#)

The mission of the Council is to provide its members, who are leaders in the areas of talent management, leadership development and organization effectiveness, with a forum for sharing best practices and actionable ideas.

[Asia Talent Acquisition Council](#)

The Council provides senior talent acquisition decision makers in Asia-Pacific with a network of professional peers who meet regularly to exchange ideas, best practices, and innovations related to talent acquisition strategies and operations functions.





Webcast Evaluation

The 5 question survey will open in your browser window

















Please click on the link above to submit your feedback on today's program. Your opinions are very important to us. Thank you for your time.

Future of Work Redefined



Workplace redefined



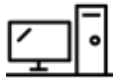















Physical location		➤		Virtual presence
Hierarchical structure		➤		Holocracy & modular
Authority driven		➤		Purpose driven
Control & rigid rule		➤		Flexible around work-life balance
Common needs & one size fit all		➤		Personalized experiences
Productivity & efficiency		➤		Agility & wellness
Siloed & division of labor		➤		Collaboration & multi-disciplinary
Majority, minority & exclusion		➤		Diversity & inclusion



Workforce redefined



























Work 9 to 5 within the office		➤		Work anywhere anytime
Use company equipment		➤		Use any devices & always on
Climb corporate ladder		➤		Create own ladder
Pre-defined work		➤		Customized work
Life long & loyalty		➤		Meaning of Life & Purpose
Hoard information		➤		Share information
Focus on knowledge		➤		Focus on adaptive learning
Corporate Learning & teaching		➤		Democratized learning and teaching



Leader redefined



Command leadership			 Servant leadership: one who shares power and put needs of employees at first
Supported by employee			 Supported each other
I know it all			 There's thing I don't know
Control information			 Reaps collective intelligence
Judge & rank			 Feedback & coach
Hoard talent			 Mobilize talent
Conform & comply			 Challenge and innovate
React to change			 Foresee the change