

NextGen HR Talent Management

www.pwc.de





The preferences of the workforce are changing and employers have long understood that they have to respond to this change.

NextGen Talent Management addresses the major challenges of today's world

Cornerstones of PwC's NextGen Talent Management



End-to-end integration in the HR value chain
Following a talent approach that integrates and intertwines all talent levers



Technology enablement leveraging AI
Internal and external talent intelligence and insights for informed and data-based decision making



"Best fit people" experience
Rethink Talent Management in the light of your desired people experience

40%

of the global workforce considered **leaving their employer 2021**¹

35%

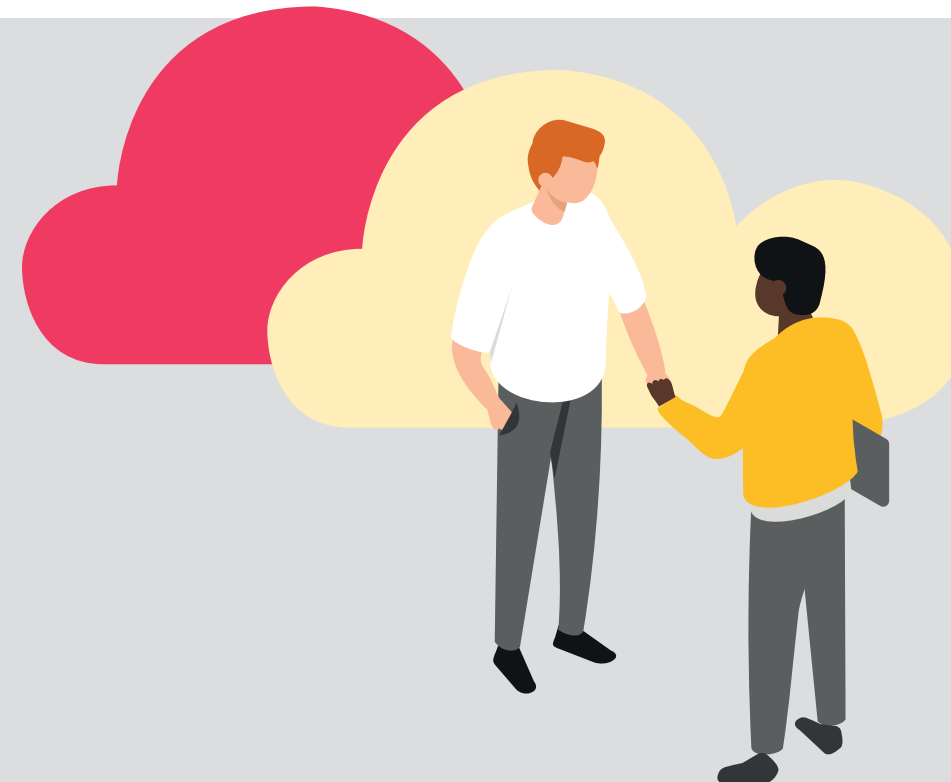
of companies now operate as network of teams, which means they **share talent, skills and goal across the company**²

66%

of people development leaders are planning on **upskilling people** to new processes and technologies in 2022³

50%

of surveyed learning and development leaders plan to **reskill people** with completely new capabilities.³



¹ Source: The Next Great Disruption Is Hybrid Work—Are We Ready?, Microsoft, 2021

² Source: HR Technology 2021: The Definitive Guide, Josh Bersin, 2020

³ Source: Global HR Survey: People Development for Business Growth, Coach-Hub 2021

Our NextGen Talent Management model is composed of 8 key levers that holistically help to attract, nurture, and develop your workforce



Talent Management key levers



Talent Acquisition: Concept a hiring strategy, employer brand and candidate experience.



Learning: Integrate Learning & Development opportunities into the Talent Management Framework.



Internal Mobility: Use mobility & talent marketplace to move talent where they are needed most.



Performance Management: Define performance management standards & processes.



Skill Management: Understand and develop the skills required in the future.



Career Paths: Create a compelling journey for talent which aligns to their aspirations and values.

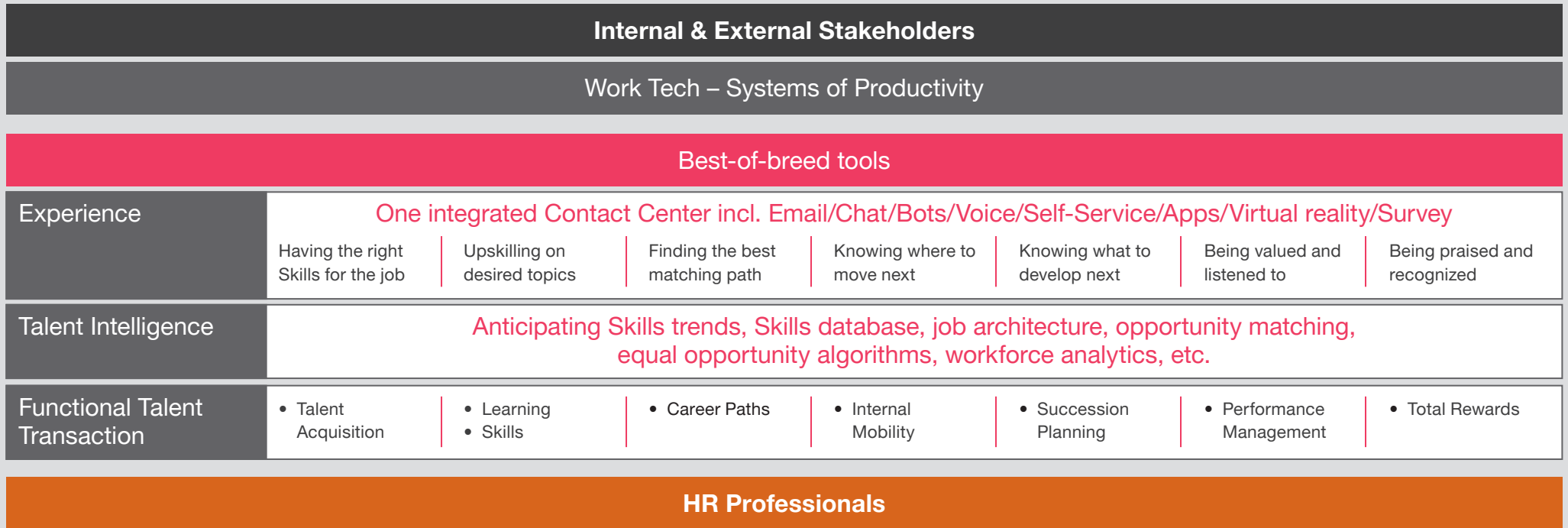


Succession Planning: Identify any plan succeed journeys for your key talent.



Total Rewards: Adapt your total rewards packages to match your overall Talent Management approach.

Technology enables Talent Management across different use cases through intelligence, experience based best-of-breed applications



We create a tangible Experience and pave your way to NextGen Talent Management



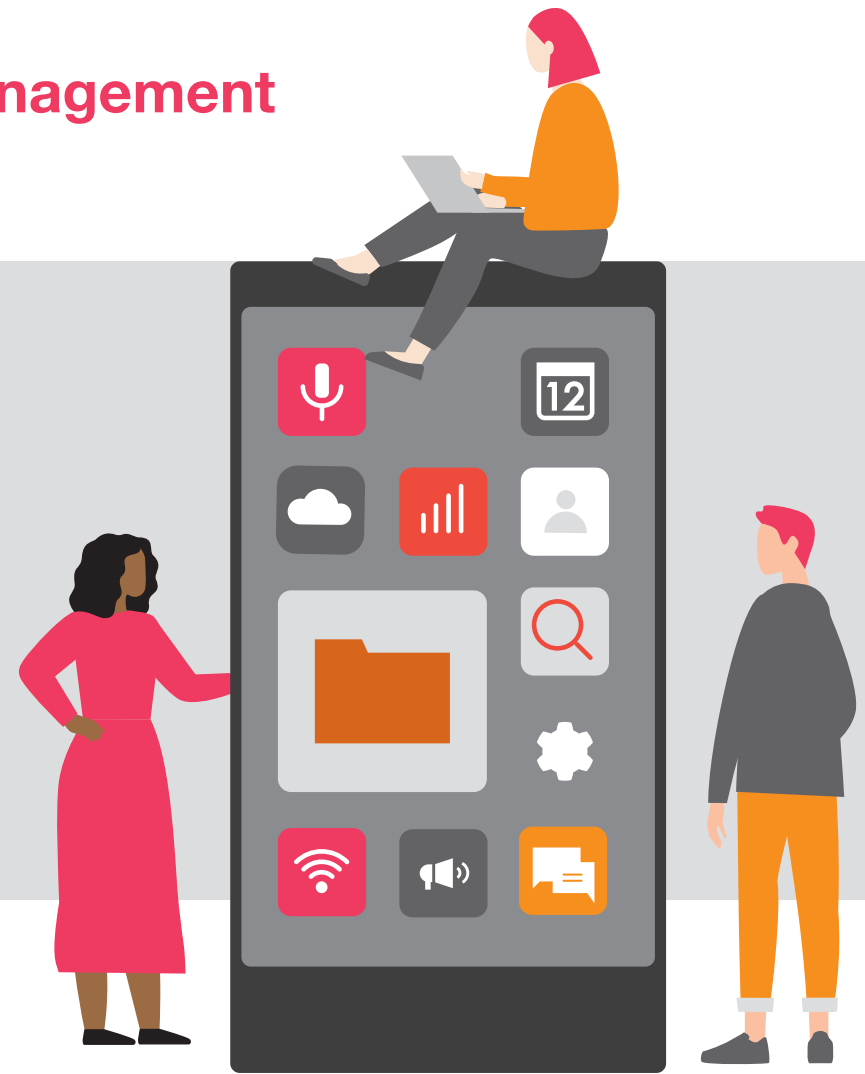
There's the current need to bring Talent Management holistically to the next generation!

NextGen Talent Management Experience
2 Day Workshop Format

Talent trends + Market insights + Implementation discussions

- ✓ Explore Talent Management concepts and dedicated tech enablements (Workday or SAP SuccessFactors)
- ✓ Experience real life Talent Management use cases across different maturity levels
- ✓ Recap and discuss your experience to identify pain points as well as optimization potential
- ✓ Define your target picture and identify next steps together to achieve your desired state for the Talent Management function

Please, feel free to contact us to discuss how we can help you!



PwC is one of the world's leading HR and change management consultancies

Our NextGen HR Talent Management experts

Till R. Lohmann

Partner
Email: till.r.lohmann@pwc.com

Anika Hellwig

Senior Manager
Email: anika.hellwig@pwc.com

10,000 specialists for people and organisations in 138 countries – helping you deliver organisational strategy through people.

Vanguard ALM has ranked PwC as a Vanguard leader in HR operations and HR consulting.

Leading people analytics and insights powered by PwC Saratoga®, the world's leading source for human capital metrics.

We've provided advice on people and organisation issues to 76 % of the Fortune Global 500 in the last two years.

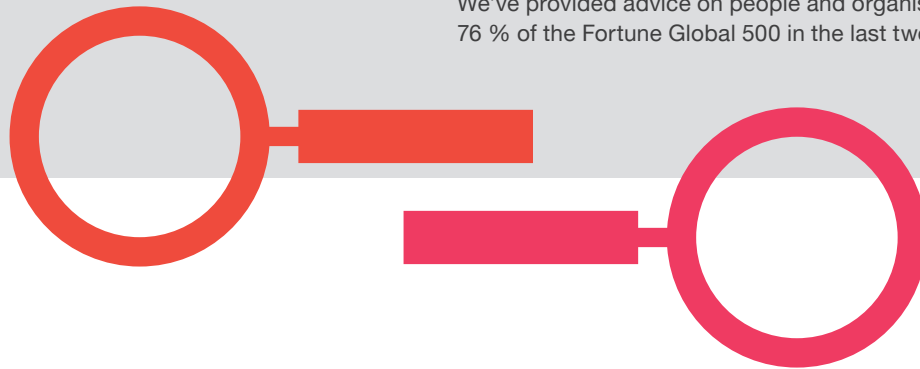
208,000 PwC people worldwide that we call upon to help create the value you're looking for.

Number one globally for HR consulting: the HR Monitor survey of HR directors across the world rates PwC as having the best reputation in HR consulting.

17,500 clients have trusted us to help solve their biggest people and organisation problems over the last two years.

PwC was ranked 4th in Diversity Inc's "Top 50 Companies for Diversity 2017" list.

Strategy&'s Katzenbach Center creates market-leading insights on the future of organisational culture and leadership.



About us

Our clients face diverse challenges, strive to put new ideas into practice and seek expert advice. They turn to us for comprehensive support and practical solutions that deliver maximum value. Whether for a global player, a family business or a public institution, we leverage all of our assets: experience, industry knowledge, high standards of quality, commitment to innovation and the resources of our expert network in 156 countries. Building a trusting and cooperative relationship with our clients is particularly important to us – the better we know and understand our clients' needs, the more effectively we can support them.

PwC Germany. More than 12,000 dedicated people at 21 locations. €2.4 billion in turnover. The leading auditing and consulting firm in Germany.

With our HR Transformation consulting services, we advise our clients building the next generation of HR. Whether it is about checking the maturity of their current HR function, laying out strategies for robust and resilient HR designs for more agility and versatility or about implementing digital HR service platforms for more customer-centricity, our team of HR transformation consultants acts as trusted advisors for our clients.

PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft adheres to the PwC-Ethikgrundsätze/PwC Code of Conduct (available in German at www.pwc.de/de/ethikcode) and to the Ten Principles of the UN Global Compact (available in German and English at www.globalcompact.de).

© August 2022 PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft. All rights reserved.
In this document, "PwC" refers to PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, which is a member firm of PricewaterhouseCoopers International Limited (PwCIL). Each member firm of PwCIL is a separate and independent legal entity.