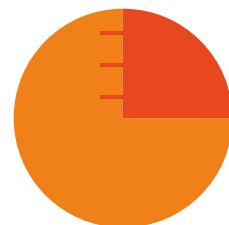


The Talent Forecast

Beyond hire: The long-term impact of talent acquisition on an organization.



Sharing issues & trends influencing their roles



Time-to-hire is the top priority metric used



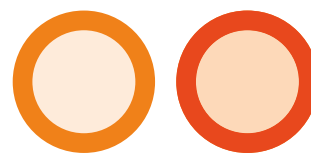
Two of the most significant issues



The No.1 reason for experiencing a shortfall in talent



Retention of new hires is an issue for 90% of executives



Finding new ways to identify top talent



Developing a more robust leadership pipeline



Tapping into a wider network of candidates



Driving a higher level of performance





1,100

talent acquisition and human resources leaders from across all geographies and sectors shared the issues and trends influencing their roles by completing an online survey commissioned by Korn Ferry Futurestep.



**While
time-to-hire
is the top
priority metric...**

18 months

12 months

6 months

talent acquisition professionals
use in evaluating their performance,
it is closely followed by

**longer term
considerations**

of retention and performance
over 6, 12, 18 months.



**Quality of
hire and...**

**are the two
most significant
issues that keep
talent acquisition
professionals up
at night.**

**Competition
for talent...**



**Talent acquisition
leaders report
that the No. 1
reason they are
experiencing a...**

shortfall in talent...

**is a lack of
candidates
with the skills
to move up
the leadership
pipeline.**



With unemployment at low levels, retention of new hires is becoming more difficult.

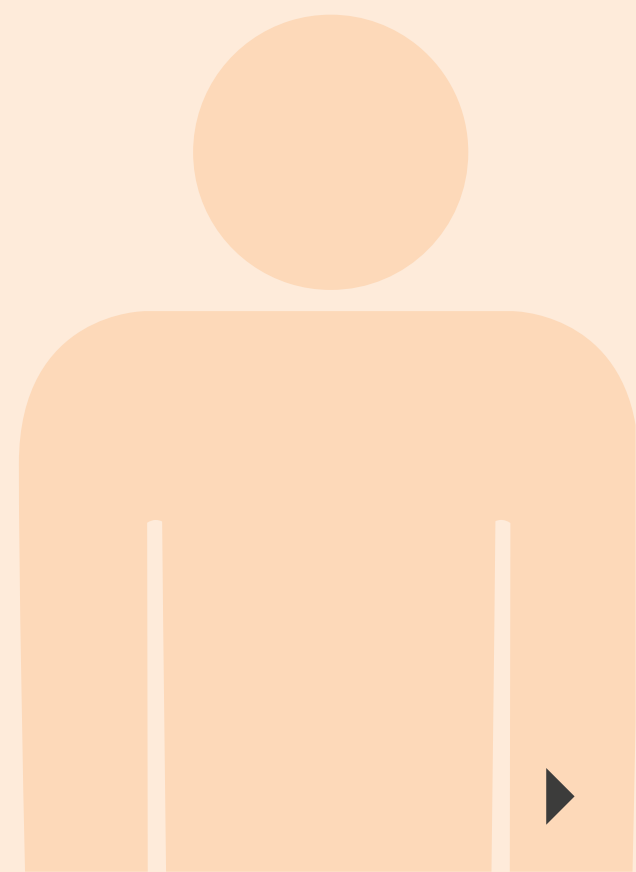
Ninety percent of executives

say that retention of new hires is an issue in their organization. At most organizations...

10%

to 25%

**of new hires leave within
the first 6 months.**



With employment
data widely available
online, talent acquisition
professionals need to...

find new ways

identify and compete
for top talent other than
simply finding people
in targeted positions.



Organizations need to
do a more effective job in...

**Leadership
assessments,
development,
and succession
planning for
specific positions...**

**... to develop a more
robust leadership pipeline.**



To deliver greater value to their organizations, talent acquisition professionals should...

Build partnerships

Understand business strategy

Tap into a wider network of candidates

Model performance

Build partnerships with hiring managers and senior leaders; understand how the business strategy impacts talent needs; tap into a wider network of candidates; model the performance of hired candidates who have succeeded in the organizations to better assess new people under consideration.

**To drive a
higher level
of performance
talent acquisition
professionals
should utilize...**

Technology



Tools



Analytics



Technology and tools that generate information and analytics around the talent acquisition process.



**Find out more on
The Talent Forecast series:
[Kornferry.com/futurestep](https://kornferry.com/futurestep)**

