

EMERGING TALENT TRENDS FOR 2019

GLOBAL SURVEY FINDINGS

Based on input from talent acquisition, development and compensation experts from across the globe, Korn Ferry has identified key emerging trends in the HR and talent space.

“Several factors, such as an incredibly tight labor market and the massive influx of data, impact the way HR professionals are doing their jobs.”

(Don't) mind the gap!

Recruiters are no longer looking at employment gaps with raised eyebrows as the stigma of taking time off between jobs to raise children, travel, or learn new skills wears off.

Making artificial intelligence more 'intelligent'

Feeding AI with non-partial data, such as assessment results, can help mitigate the risks associated with biases that these technologies can unknowingly perpetuate.

Personalized pay: go ahead, we're listening

With four generations in the workforce, and a range of expectations around pay and benefits, companies are increasingly looking to tailor compensation and reward packages to the individual.



Rethinking the annual performance review

Ongoing feedback is the name of the professional development game as annual reviews fall short of meeting employee expectations.

Digging deeper into the diversity and inclusion pipeline

New regulations intent on moving the needle mean organizations need to better track efforts around D&I across both talent acquisition and talent management.



How are we doing?

Talk about an employee's market. Serious investment in collecting feedback throughout the recruitment process highlights the importance of candidate experience to attracting and engaging top talent.

That's really a title?

There's a new **CEO** in the suite. And a new **CTO**.



It's time to meet the **Chief Experience Officer**



and fellow newcomer, the **Chief Transformation Officer**.

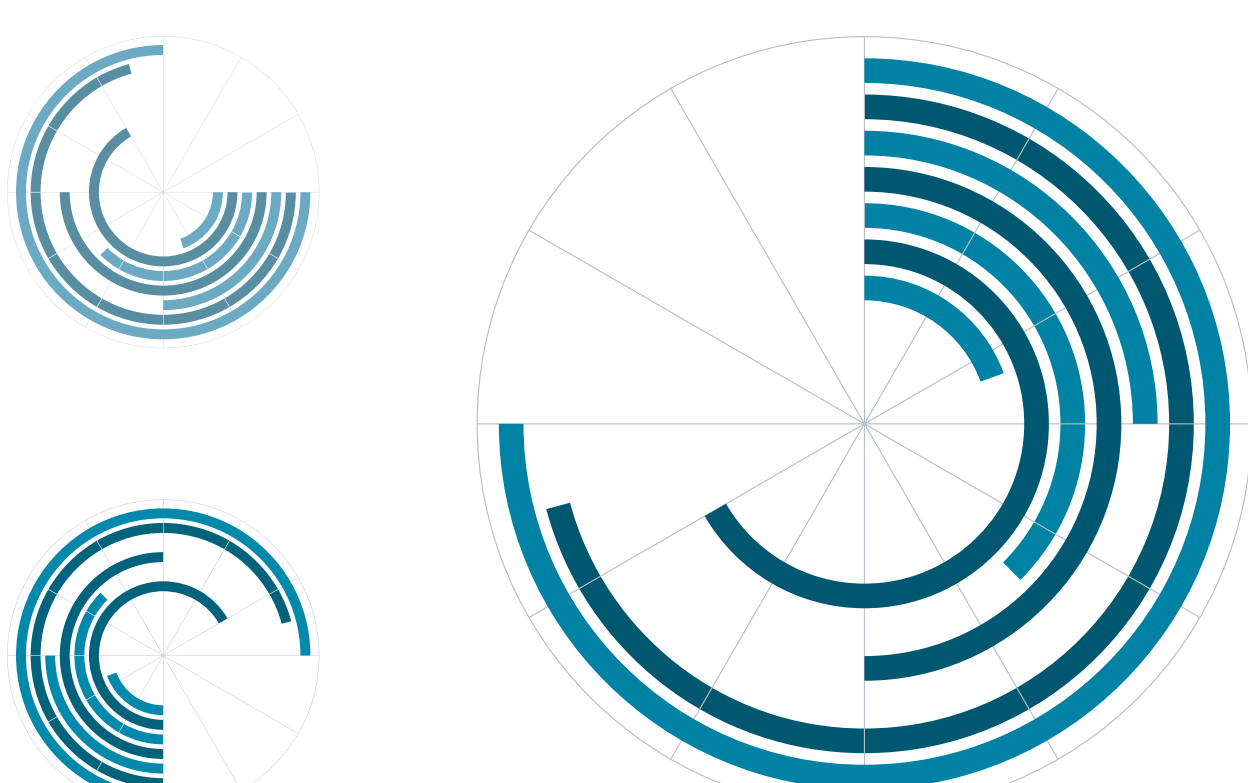
Talent analytics becoming just as important as business analytics

Looking at the talent landscape in specific markets are becoming key pieces of information in developing and revising business strategies.



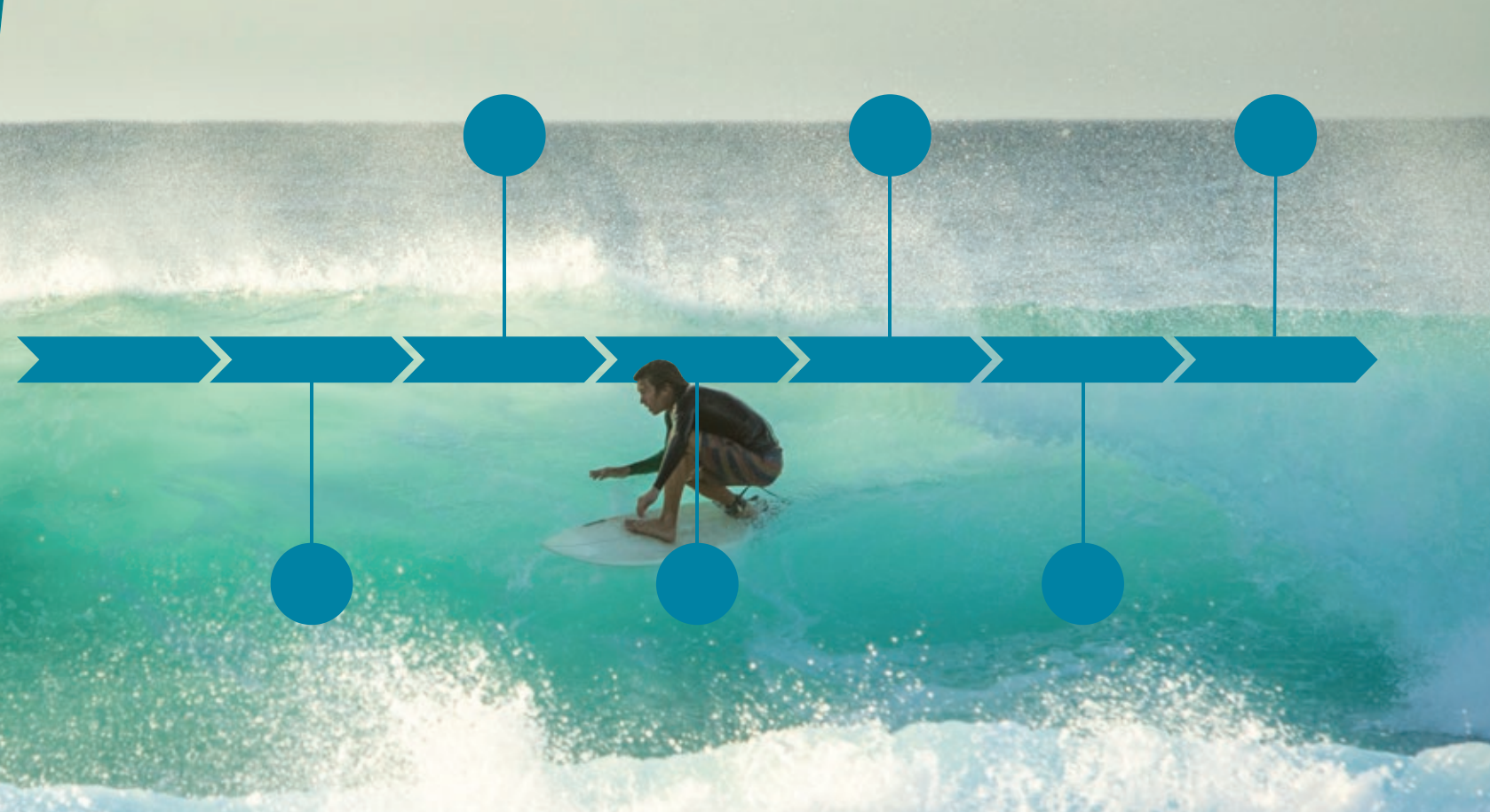
Talking talent holistically, from hire to retire

Companies make a play to collect data during the talent acquisition process that can be used later to inform talent management and workforce planning strategies.



Balancing act: managing short-term hiring needs with long-term business goals

The tension between hiring for the now while keeping a focus on future plans is pulling talent acquisition teams in different directions.



About Korn Ferry

Korn Ferry is a global organizational consulting firm. We help clients synchronize strategy and talent to drive superior performance. We work with organizations to design their structures, roles, and responsibilities. We help them hire the right people to bring their strategy to life. And we advise them on how to reward, develop, and motivate their people.