

TALENT AGENDA 2014 CONFERENCE

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## The success of businesses in Africa is African talent The Talent Gap: Needs and Challenges

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# Skills Development Challenges



## HR & Executive Concerns

**41%** – HR strategy not integrated with Business strategy

**63%** - Loss of high-potential critical talent in 12months

**7 in 10** – Will focus on succession planning, developing emerging market leaders, and leveraging workforce planning tools

## HR Top Priorities

Engagement & Retention	55%
Leadership Development	52%
Performance Management	49%
Workforce Planning & Talent Analytics	43%
Training	42%
Succession Planning	38%
External Hiring	38%

# Managing Human Capital: Global Trends

## Socio-Economic Forces

Investment in early childhood development are investments in a society's future human capital

The glass ceiling not only holds women back, it holds back business competitiveness

A sound diversity strategy is a talent strategy and a marketplace strategy

A global workforce cannot be managed globally



## Bottom-line Benefits

HR transformation strategy that fits the true needs of the business

Accurate and executable HR transformation plans that companies can rely on

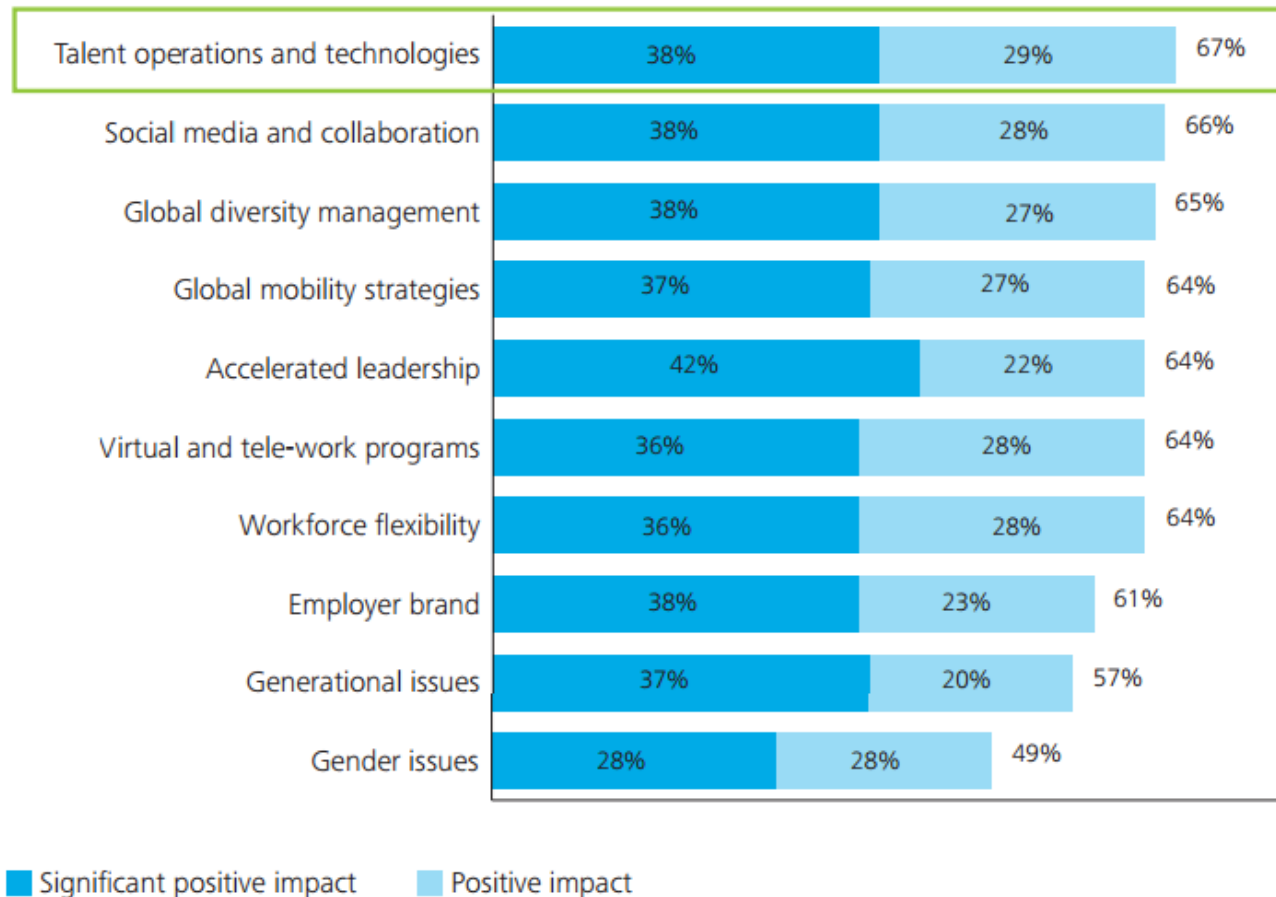
Support for strategic business objectives, such as revenue growth and global expansion

The Centennial Global Business Summit (Harvard Business School, 2008)

HR Transformation Strategy and Planning (Deloitte, 2010)

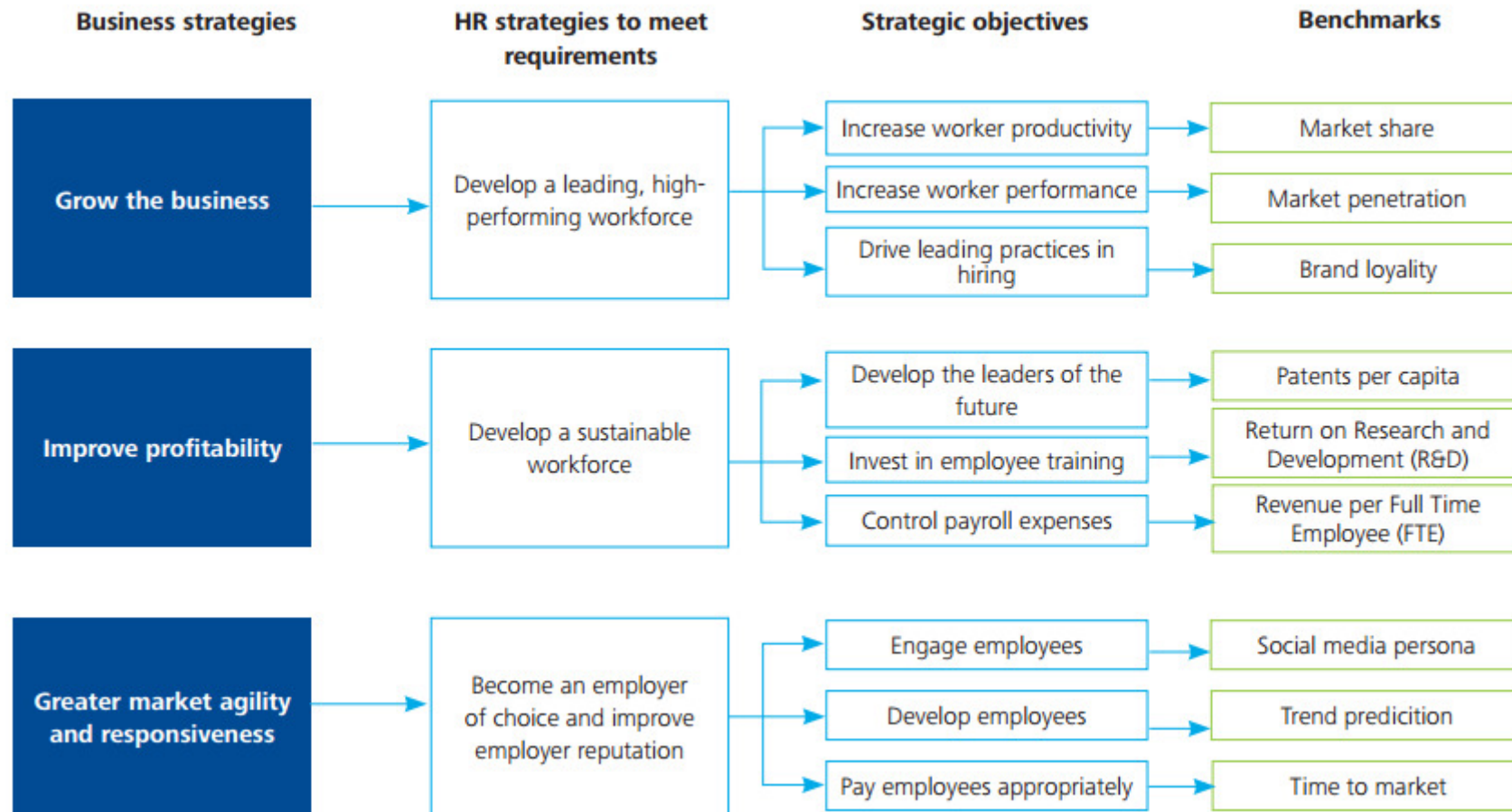
World Economic Forum Abuja (2014)

# Emerging Talent Strategies: Anticipated Change



(Deloitte, 2011)

# Strategic HR 'intervention' Management



# How can HR be used strategically?

Link HR strategy to business strategy with consideration for socio-economic factors

Develop action plans that consider “short” and “long” term benefits

Use mechanisms that enable continuous learning and refinement where necessary

**Thank you**