



New Opportunities for the Development of Education at the Technical University of Liberec

Specific objective A2: Development in the field of distance learning, online learning and blended learning



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Current HR challenges of HRM in post-pandemic period

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Financováno
Evropskou unií
NextGenerationEU



Národní
plán
obnovy



MINISTERSTVO ŠKOLSTVÍ,
MLÁDEŽE A TĚLOVÝCHOVY

A hand is shown placing a red puzzle piece into a larger assembly of puzzle pieces. The background is a dark grey surface with a pattern of interlocking puzzle pieces, some of which are outlined in a lighter color. The hand is positioned on the right side of the frame, with the index finger and thumb holding the red piece. The red piece is being placed into a larger, partially assembled structure of puzzle pieces. The overall image conveys a sense of building, problem-solving, and strategic planning.

Seminar 3

Talent Management

Talent Acquisition

How to attract and retain right talents

Find the best talent

1. Internally – from current employees
2. Externally – new talented employees

Since COVID-19, internal hires make up a greater share of all hires.



Find the
best talent



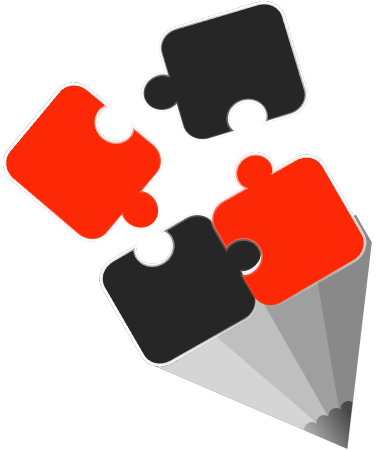
Talent Shortages at 15-Year-High as Hard & Soft Skills Are More Difficult to Find Than Ever Before

69% of companies globally report talent shortages yet report optimism, expecting to grow payrolls in 42 of the 43 countries and territories surveyed.

In these unpredictable times, one thing is certain – this crisis should be a catalyst for a new future of work that is more flexible, more diverse, and more wellbeing-oriented than we could ever have imagined.

Source: ManpowerGroup Employment Outlook Survey Q3 2021

Individual work: Talent Acquisition



What tools would you use
to talent acquisition?

- A) Internal**
- B) External**

**Your ideas and outcomes would be discussed and
shared with others.**

Team work (15-20 min):

Pillars of Talent Management in the context of 3 modules

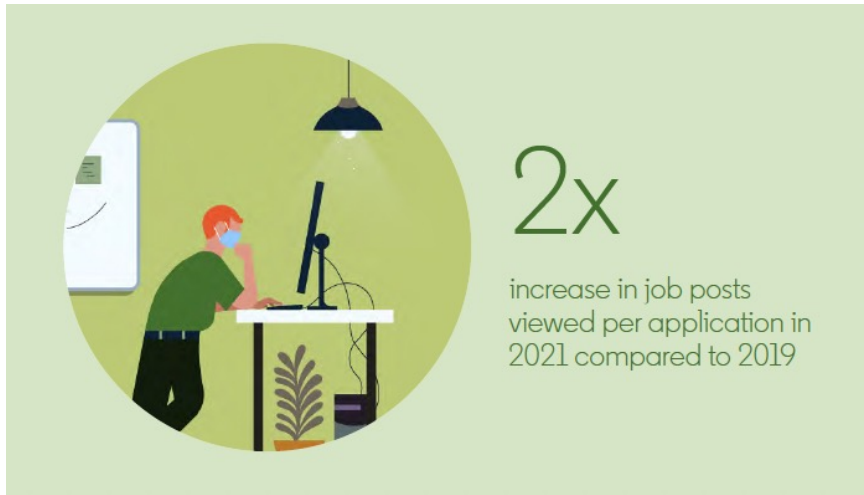
	SMEs	Big corporations	International Environment
<p>Inside the firm</p> <p>Recruitment</p>			
<p>Outside the firm</p> <p>Learning & Development</p>			
<p>Tangible</p> <p>Compensation Management</p>			
<p>Intangible</p> <p>Performance Management</p>			

Talent Acquisition – ways to attract talents

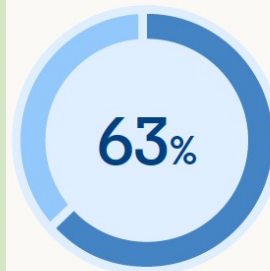
COMPANY CULTURE

WORK-LIFE BALANCE

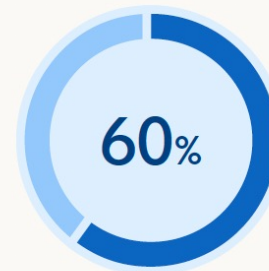
FLEXIBILITY



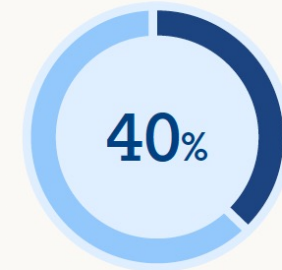
Percentage of professionals selecting these as top priorities when picking a new job:



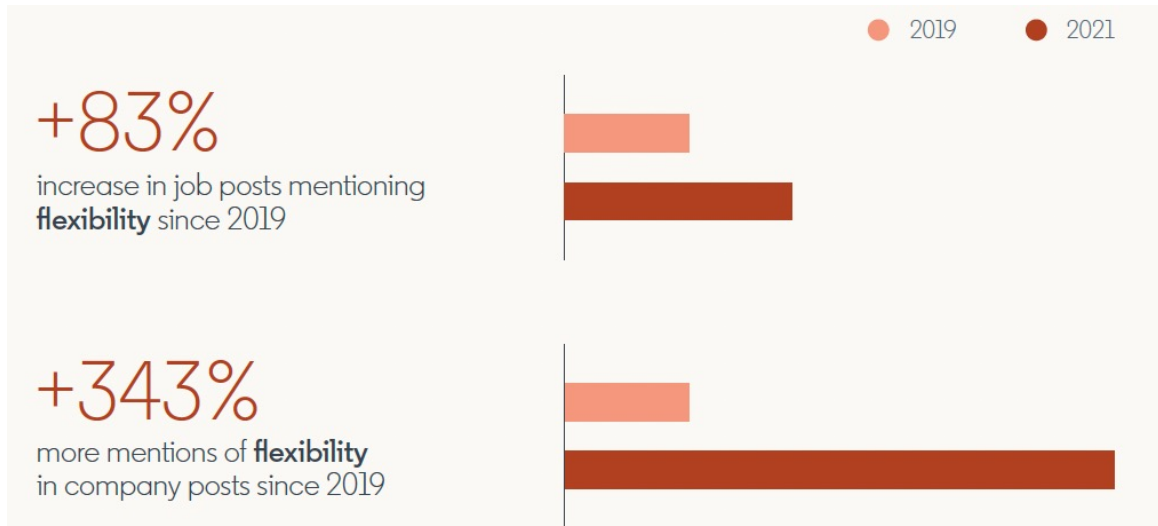
Work-life balance



Compensation and benefits



Colleagues and culture



Attract New Talents

Story of Facebook



Trends in Workplace learning

Upskilling and reskilling is the top priority for L&D pros globally

The top three areas of focus for L&D programs in 2021, in rank order:

1. Upskilling and reskilling

15% increase since June 2020

59%

2. Leadership and management

53%

3. Virtual onboarding

33%

The top three areas of focus for L&D programs in 2021

% of L&D pros globally who identified these programs as their top priority in 2021

1. Upskilling and reskilling

59%

2. Leadership and management

53%

3. Virtual onboarding

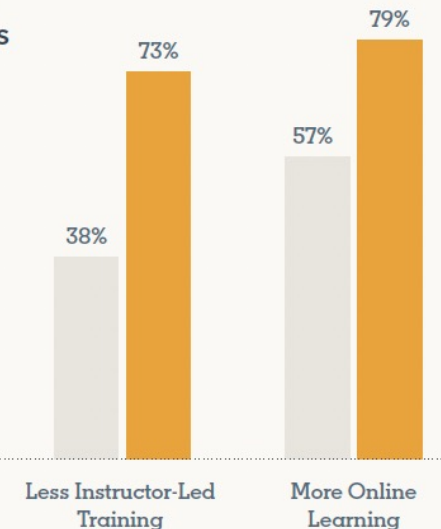
33%

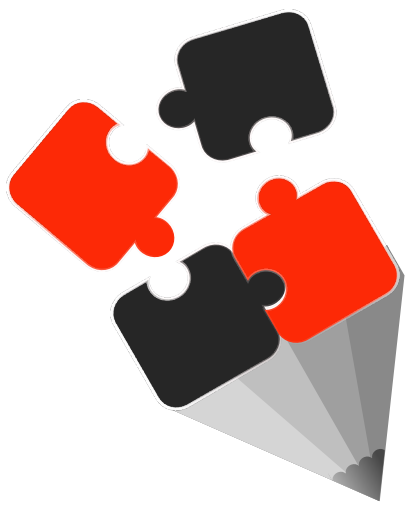
Blended online learning is here to stay: less ILT and more online learning

Most organizations will continue to shift budgets away from ILT and to online learning

% of L&D pros who expect the investment in these types of training will change

● 2020 ● 2021





Individual work

Talent Characteristics

Which **characteristics** would you expect from your employees selected for a talent programme?

-> Please write down 3 most important characteristics

MENTIMETER link:

<https://www.menti.com/qt5mzwffq9>





Talent Characteristics



Talent could possess for example with these characteristics:

Drive

Resiliency

Adaptability

Humility

Integrity

**Effective
intelligence**

Team-ability

Curiosity

**Emotional
strength**

Talent Acquisition Strategy



- Employee referrals (51%)
- Professional networking sites (42%)
- Internal candidates (40%)

Thank you for your attention.