

A New Talent Management Environment

Talent management in contemporary times calls for different approaches than in the past. A survey by EY points to some aspects of this new model – referred to as Talent Advantage. This model recognizes that old assumptions about career and job prospects no longer matter to a lot of young workers. For example, the survey showed that over 30% are ready to change jobs, not because they are unhappy, but because they are simply ready to grasp new opportunities that come along. Therefore talent management can no longer be measured by retention, but rather by the concept of net promotion.

Achieving a good result in net promotion involves attention to culture, rewards and development. Working in teams that offer work flexibility and provide strong human interaction is critical. Development includes continuing training and adoption of new technologies, in particular AI.

The overall cultural implications are quite pervasive. For a better idea, check out this [link](#).