

## Talent solutions

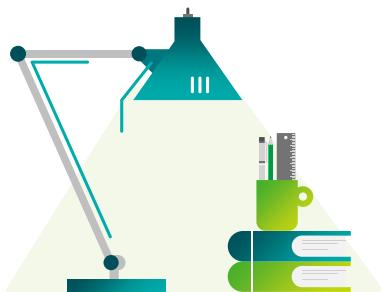
Your people enabling partner

### Together, we build the future of Talent management

A service powered by experienced advisors, designed to turn your talent ambitions into tangible outcomes.

We are the partner you call to clarify talent challenges, create actionable solutions, and get results — fast. We help you scan, structure, and solve, while preparing you to lead independently.

Ready to future-proof your talent strategy but unsure where to start? **Discover how our tailored services can unlock the full potential of your people.**



**90%**

of executives are **experimenting with skills-based approaches.**<sup>1</sup>

**61%**

of talent management leaders agree that the **demands on talent management exceed their capacity to deliver.**<sup>2</sup>

### NEW CHALLENGES ARISE

#### Talent priorities are shifting fast.

Organizations are moving from function-based models to skill-based ecosystems, and the talent race has become more than a recruitment challenge—it's a business-critical transformation.

#### The changing landscape is creating new challenges for HR teams:

- Attracting the right profiles in a **hyper-competitive market**
- Defining clear **career paths** and enabling **internal mobility**
- Accelerating **skills development**
- Strengthening **managerial capability**

### OUR APPROACH



#### 01 Discover

We run a rapid diagnostic of your organization's talent strategy, including leadership, HR maturity, culture, and staff expectations through our Talent Scan.



#### 02 Design

We co-create strategies, models and interventions tailored to your people, business and sector.



#### 03 Deliver

We implement, support, and transition solutions into your hands for long-term impact.

1. [Forecasting Talent Management: Key HR Trends for 2024](#)

2. [Top 5 Priorities for HR Leaders in 2025](#)

## SERVICES OVERVIEW

**With our team's expertise, we support your talent management journey at every step:**  
we help you from diagnosis to adoption and keep you running strong with ongoing support and secondment solutions. Your talent management journey will always be moving forward, wherever and whenever you need us.



### PILLAR 1

#### Talent strategy

- ✓ Strategic workforce planning
- ✓ Job architecture
- ✓ Competency framework
- ✓ Talent cost optimization



### PILLAR 4

#### Retain & reward

- ✓ Pay-for-performance
- ✓ Pay equity
- ✓ Well-being & engagement
- ✓ High performing team
- ✓ Flexibility

### PILLAR 2

#### Attract & brand

- ✓ Talent acquisition strategy
- ✓ Employer branding & employee value proposition
- ✓ Assessment & development centers
- ✓ Recruitment services

### PILLAR 3

#### Develop & grow

- ✓ Performance management
- ✓ Dlearn (learning & upskilling)
- ✓ Career management
- ✓ Succession Planning
- ✓ Internal mobility & talent marketplace
- ✓ Coaching & mentoring

### TRANSVERSAL

- ✓ HR technology
- ✓ Change management & adoption
- ✓ HR analytics & people insights
- ✓ HR target operating model

## WHY DELOITTE?



### Human Expertise & Technology

At Deloitte, we expertly combine human expertise and advanced technology to provide cutting-edge solutions.



### Global Presence

Our worldwide reach offers localized insights and industry-leading practices tailored to your organization's unique needs.



### Strategic Support

From advice to operational assistance, we support you every step of the way, valuing engagement, trust, and leadership alignment.

## GET IN TOUCH

Ready to explore the future of

your talent with us?

Book your **Free talent scan**.



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