

“Today, and in the past, most companies are paying too much attention to finance, numbers, money; but they forget it is people who conceive strategy, who execute and who deliver the numbers”

Ram Charan

Global Advisor to CEOs

People and talent practices may have not kept up to speed

Whether your organization is in the private, public or civil society space; or a large conglomerate, an affiliate of a global multinational, a medium to small medium enterprise or even an entrepreneurial start up, your sustainable success is either propelled or limited by your human resources and capabilities, particularly your key talents.

Most business leaders already recognize the competitive advantage of **PEOPLE** and **TALENT** and yet people and talent practices may have not kept up to speed with today's agile, digital, analytical, collaborative and technology driven way of doing business.

Ram Charan
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The Future of Work

Closed ←————→ Open

Balance Sheet Talent	Partnership Talent	Borrowed Talent	Freelance Talent	Open Source Talent
Full-time, statutory employees of your organization. You bear all the carrying costs of these employees.	Employees that are part of a partnership or joint venture that are on related balance sheet	Employees who are part of your value chain or ecosystem but who reside on someone else's balance sheet such as contractors who work in support roles	Independent workers you hire for specific but temporary projects	People who provide services for you for free either independently or part of a community – for example those who answer questions about your products on the web in an open source help function

Source: Deloitte, The Open Talent Economy

The pandemic has taught us to place people first.....

Here's a 6-point plan

1. HR should serve as your transformation champion
2. Get the Board involved in driving talent strategy
3. Optimize your organization design
4. Make your HR a source of competitive advantage
5. Unleash the power of your key talents
6. CEO should drive the talent agenda

Source: Inspired by “*Talent Wins: The New Playbook for Putting People First*”