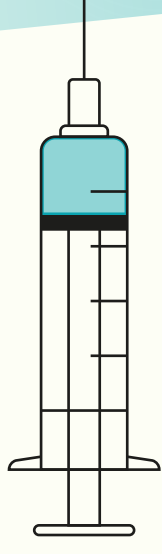


Talent acquisition for a constantly changing world

How to plan for the unknown

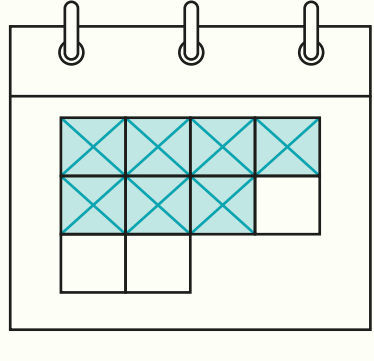


We asked 620 talent acquisition professionals how the uncertain environment is affecting their talent acquisition plans.

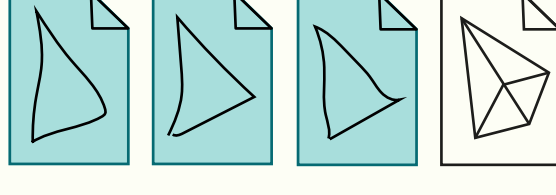


~30% lack a post-pandemic plan

Top reason: no clear picture of what the business will look like.



7 out of 10 planning for short-term hiring only



3 in 4 say their talent strategies are basic*

*Limited:
 • data
 • technology
 • integration with business goals

Companies that laid people off are **worried.**



Top concerns:

1 Hiring back quick enough

2 Finding the right people



Rethinking future planning requires a mindset and approach that is:



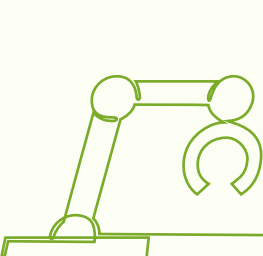
Strategic

Contribute to the organization's talent goals and deliver them

Access and use data on talent supply and demand, pay, assessments, and market benchmarks

Achieve right mix of skills, mindset, expertise, specialisms and knowledge within talent acquisition team

Automate repetitive, low-value work to free up the team for strategy



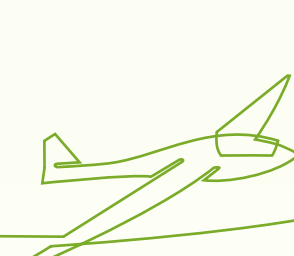
Innovative

Continuously improve and find better ways of working

Use virtual hiring tools and solutions to source, screen and select quality candidates

Deploy latest AI / chatbots to improve the candidate experience, reduce time to hire, and elevate the employer brand

Hire for skillset and mindset - ensuring the right fit for the role, the team, and the organization



Agile

Evolve to meet changing business requirements

Ensure the right technology is in place to cost-effectively scale recruitment up or down

Develop clear processes to streamline operations and increase efficiency

Upskill and reskill existing employees to support talent shortages and prepare for future workforce needs



Together it takes **people**, supported by the right mix of **tech** and **process**.

[Read more](#)



Reach the next level of talent maturity with Korn Ferry. Our scalable solutions are led by experts, built on science, and powered by best-in-class technology, with an emphasis on candidate experience at every step.