
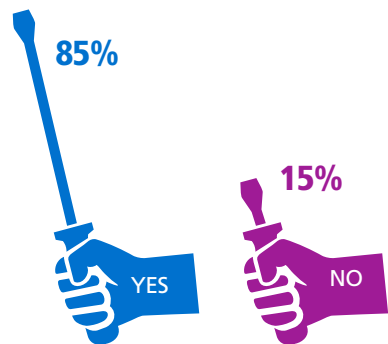



DO YOU HAVE THE RIGHT STRATEGY TO POWER YOUR TALENT CAPABILITIES?

see how you measure up with global talent leaders

To lead the pack, you need a total grasp of your talent capabilities, an understanding of the market challenges that will slow you down and an ability to shift your organization into a higher gear. With input from nearly 400 HR, talent and business leaders in more than 60 countries, we captured the outlook of your peers, enabling you to benchmark how your strategies and execution stack up against fellow talent leaders.

 Do you believe an integrated talent management approach in which workforce planning encompasses all types of talent (permanent and contingent) in a holistic way will enhance the resources your business needs to drive growth?





 Has your company increased its use of contingent talent in the past year?




We have increased use of:



74% Contractors


56% Temporary workers


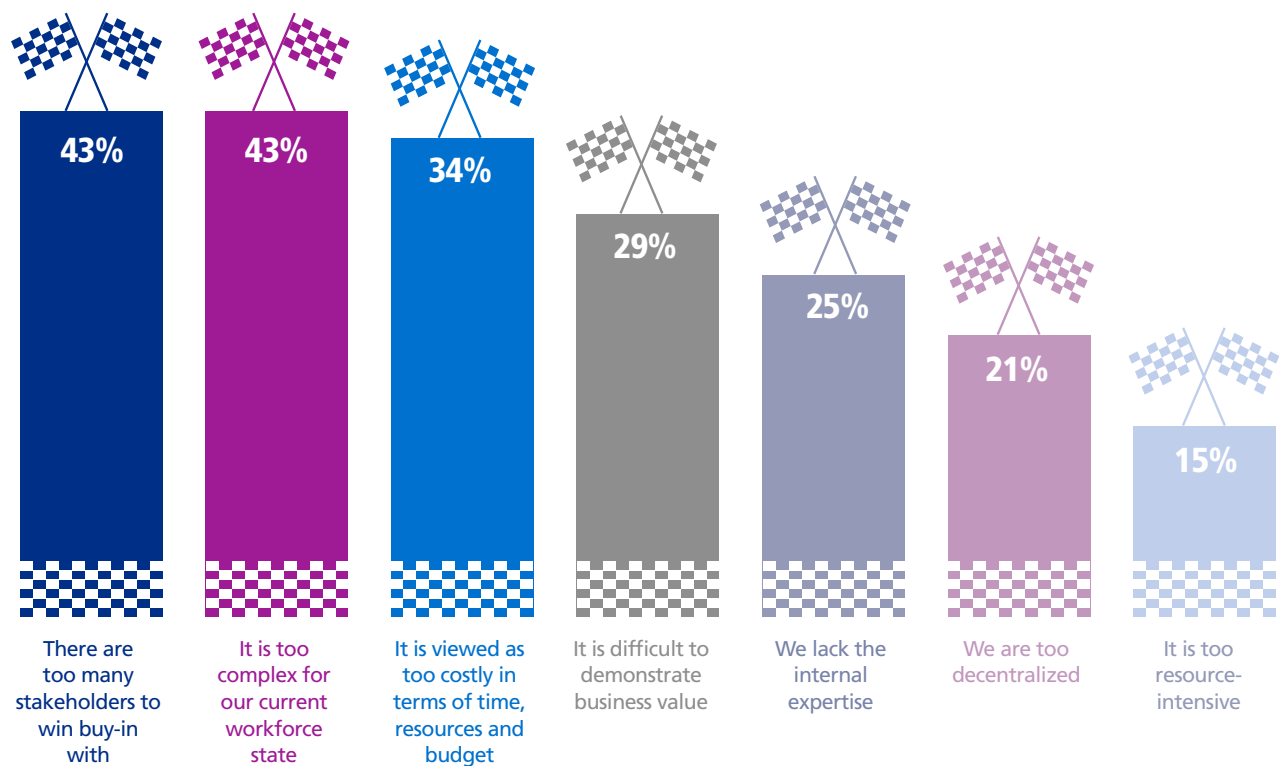
39% Statement of work consultants (SOW)


21% Freelancers


 Is your organization moving toward an integrated talent management model in which HR and procurement collaborate to undertake holistic workforce planning?

YES  53%
NO  47%

My organization is not moving toward an integrated talent management model because:



 How has increased usage of contingent talent benefited your organization?

