

2016-2017 Talent Management Priorities

What are the biggest priorities for Talent Management leaders right now?

Training and Development:

- 25% Consulting
- 13% Contingent Workforce Budget
- 13% Corporate Universities/MOOCs

Culture and Engagement:

- 38% Employee Insights/Surveys
- 31% Employee Engagement
- 31% Employee Retention
- 25% Generational Learning
- 19% Loyalty Programs
- 13% Behavioral/Interpersonal Skills
- 13% Mobile Development
- 13% Social Media/ Social Recognition

Change Management & Restructuring

- 56% Talent Strategy/Organizational Alignment
- 38% Organizational Culture Change
- 25% HR/Talent Culture Change
- 19% Change Management
- 13% Agile Organization

Technology & Analytics

- 69% Analytics - Workforce, Performance, Big Data
- 44% Testing & Surveys/assessments
- 31% Workforce Analytics
- 25% Knowledge Management
- 25% Learning Management Systems

Performance Management

- 63% Leadership Training & Development
- 63% Succession Planning/Management
- 63% Performance Management/Reviews

Other Areas:

- 43% Onboarding
- 25% Recruiting/Talent Acquisition Technologies
- 19% Executive Recruiting
- 13% Social Recruiting
- 13% Diversity & Inclusion
- 13% Workforce Planning
- 13% Recruitment Process Outsourcing (RPO)
- 13% Contingent Workforce Outsourcing/MSP

Where did these results come from?

These results came from responses to a survey given to 35 senior-level (director and above) talent management executives. Answers above represent areas in which respondents intend to invest an average of **\$5.6 million** in within the next 24 months.

The respondents come from companies that generate an average of **\$95.4 billion** in annual revenue.

Respective companies represented a variety of US based industries including: **Finance & Insurance** (24%), **Retail & CPG** (19%), **Oil & Power** (13%), **Manufacturing & Distribution** (13%), **Advertising** (13%), **Healthcare** (6%), **Media & Entertainment** (6%), and **Hospitality** (6%).

Discuss priorities like these with your peers. [Click here to get the agenda.](#)



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