Long-game thinking for

TALENT FINDERS & KEEPERS

KORN FERRY
BE MORE THAN

Hiring in the moment to meet a sudden and specific employee need is never a good idea – and especially not now. Here's why and how you should create and build a longer-term talent strategy.

One
Plan for succession at all levels

The reality

Korn Ferry recently commissioned a global research project on succession management, which found that almost one-third of respondents were either dissatisfied or extremely dissatisfied with recent succession outcomes.

The resolution

Plan
for turnover in key roles to ensure you are not caught on your heels.

Identify
mission-critical roles at every level and build leadership bench strength for them.

Set up
top talent for promotion by pathway planning, skills development and leadership training.

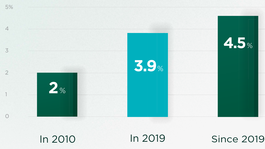
Consider
quiet hiring by allowing up-and-comers to learn new skills and show potential.

Mind
your skills gaps and leadership vacuums with a smart mix of interims + internal promotions + full-timers.

Two
Bring back your boomerang employees

The reality

Companies are seeing an increase of boomerang employees since 2010.



The resolution

Leverage
exit interviews as an opportunity to set the stage for potential return and a positive advocate for your business.

Engage
your alumni by inviting them to receive ongoing communication or join your community.

Slash
onboarding times by leaving the door open for top talent to return.

Identify
and be open to new roles for boomerangs. **Almost 40% of workers** would consider coming back to an old firm in a new role, according to a Korn Ferry LinkedIn poll.

Bring
outside experience in by making the most of their new knowledge and skills.

Three
Engage your millennial talent

The reality

4,000 professionals
After speaking to over 4,000 professionals

25 industries
across 25 industries

44% people
we found that 44% of people are thinking about their careers in months not years.

The resolution

Understand
and recognize why they leave. 66% of Millennials are planning to change jobs in 2023.

Invest
in what drives Millennials to stay. Salary, wellbeing, progression... are they participating in the future of the business?

Let them be flexible
as they value a remote and hybrid work life.

Prepare
them for future leadership. With Boomers and Gen X on the way to retirement, Millennials matter.

Listen, listen, listen
Actively listen for what's working and what's not, so you can act today to keep tomorrow's leaders engaged.

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YOUR TALENT STRATEGY CAN'T AFFORD TO WAIT

GET STARTED

Korn Ferry is a global organizational consulting firm. We work with ourclients to design optimal organization structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward and motivate their workforce while developing professionals as they navigate and advance their careers.

Business advisors. Career makers.