

# MODULE 5: RECENT TRENDS IN TALENT ACQUISITION



Time  
to think about  
**SUCCESS**

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## **ROLE BASED CAPABILITIES**

**Role-based skills** help you do things right, while **power skills** help you do the right thing.

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## Capabilities Based Planning: Schematic

### Scenarios

The business unit's operational needs in scenario terms

Merge a General Ledger from a third party database through a data conversion process

### Work Tasks

The individual work processes need to fulfill the scenarios

1. Define the data to be acquired from the new firm
2. Verify data conversion can take place
3. Verify that business operations can continue

### Capabilities

The planned capability of the business units at each level of maturity

*'Acquire a \$100M business unit in 90 days or less'*

*Process 100% AP invoices from tier 1 vendors saving \$9M annually'*

Business Process Improvement

Project Management

Strategy Management

Capabilities Based Planning starts with business scenarios, the tasks needed to implement the scenarios, and the testable capability outcomes

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## SKILLS vs. COMPETENCIES



Skills and competencies are just two ways of talking about ability, right? Not exactly. Competencies tend to be limited to individual behaviors in particular roles. Skills are better for transformation and agility; they're quantifiable, standardized, and create a structure for internal mobility.

### *Skills*

- Based on expertise
- Universal meaning
- Transferable across roles
- Tracking inputs that lead to specific business outcomes

### *Competencies*

- Based on behavior
- Contextual meaning
- Aspirational within a given role
- Mixing together knowledge, skills, actions, and attitudes



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## **Roles based on responsibilities, skills, actions**

Workspace Administrator	Project Administrator	Ops and monitoring	Architects	Recipe Builders
<ul style="list-style-type: none"><li>- Data retention</li><li>- Log streaming</li><li>- Account settings</li><li>- SSO, 2FA</li><li>- Error notifications</li><li>- Activity Audit</li><li>- User management</li><li>- Authentication setup</li></ul>	<ul style="list-style-type: none"><li>- Create/Edit Connections</li><li>- Add/remove collaborators</li><li>- Manage Folders</li><li>- Custom roles</li><li>- Activity Audit</li><li>- RDLC</li><li>- Dependency graph</li></ul>	<ul style="list-style-type: none"><li>- Start/stop recipes</li><li>- Dashboard</li><li>- Job History</li><li>- Custom Job Reports</li><li>- RecipeOps</li></ul>	<ul style="list-style-type: none"><li>- SDK Connectors</li><li>- Common data model</li><li>- Message templates</li><li>- Standardized reusable components</li><li>- Error handlers</li></ul>	<ul style="list-style-type: none"><li>- Create, test, run recipes</li><li>- Edit/change recipes</li><li>- Create/edit connections</li><li>- Network error tracing</li></ul>



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## **CAREER PATHWAYS**

- ✓ A career path is a sequence of jobs that leads to your career goals.
- ✓ Your career path may not be linear.
- ✓ You can chart a path through one or more industries or within your organization.
- ✓ Many career paths involve increasing levels of responsibility.
- ✓ To develop a career path, connect with your peers and take advantage of opportunities to improve your skillset.

# Emerging HR trends of 2021-2022



## Focus On Employees' Well-Being

- Caring environment
- Mental health
- Wellness programs



## Managing The Risks Of Detachment

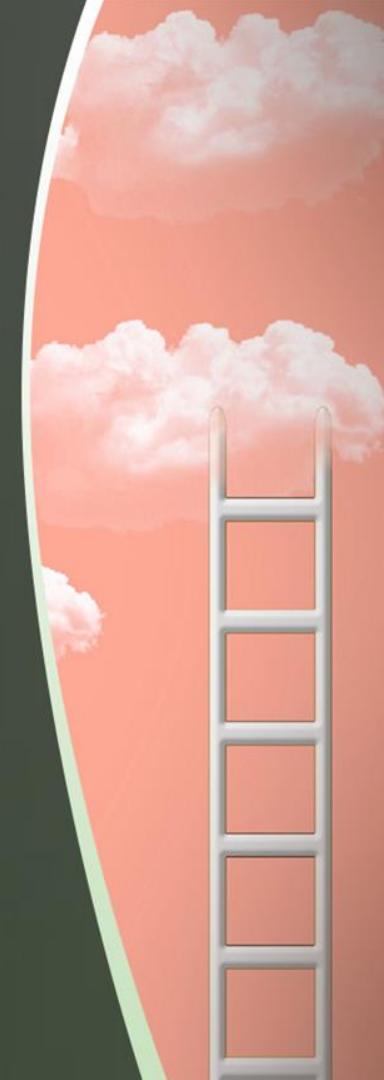
- Stay motivated
- Friendly team-spirit
- Daily meetings



## HR Personalization

- Compelling tasks
- Provide learning & benefits
- Work from home or office

Source: [www.griddynamics.com](http://www.griddynamics.com)



# EMERGING TRENDS IN RECRUITMENT

1. Remote work and future trends in recruitment
2. E-presenteeism
3. Diversity, equity, and inclusion
4. Increase in workforce analytics
5. Data-driven strategy
6. Gamification



# EMERGING TRENDS IN RECRUITMENT (CONTD...)

7. Targeting resilient personalities
8. Artificial intelligence (AI)
9. Virtual and augmented reality (VR/AR)
10. Robotic process automation (RPA)
11. Gig economy



For Queries/Feedback...

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