

TALENT & LEADERSHIP DEVELOPMENT NEWSLETTER

For Leaders, HR and Organisations on
Future of Work & Talent Development



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Talent-first
Organization and
Unleash hidden
company talent.

HOW TO CREATE TALENT-FIRST ORGANISATION

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As work and organisations become more fluid and business strategy is about sensing and seizing new opportunities in a constantly changing environment, companies must transform. But **taking it seriously entails a profound, company-wide shift in mindset, attention, energy, and the content and approach to work.**

The successful deployment of talent is now largely a matter of creating an environment where the interests, ambitions, and innovations of people constantly shape the strategy and future of the company.

HOW TO CREATE TALENT-FIRST ORGANISATION

Putting talent first means a complete transformation of the way most companies have done business for decades. To take charge of talent, you must:

- Deploy talent as successfully as you deploy your capital
- Know your employees as well as you understand your finances
- Shape an organisation that empowers employees to create as much values as possible

It is now well-known that **hierarchy can isolate and bury talent.** Instead, **people-first company relies on the work of small teams, cross-functional teams that come together, disband, and reform as suits the nature of their work.**

Flattening the organisation will stimulate creativity and personal growth, and creates speed. Think of this as a process of unbundling the existing structure to take advantage of the power of collaboration and unleash a remarkable new corporate energy. However, **you will have to organise and reorganise your talent in sync with today's high velocity of change.** To remain current, your organisation should always be optimised to the moment.

Shaping the internal organisational structure and adapting it in flexible ways to the changing demands of your business is the way forward.

There is no single model how to do it, but **there are 4 factors that support any talent-first organisation: agility, platforms, purpose and meaning.**



People, not companies, generate the value.