

# TALENT & LEADERSHIP DEVELOPMENT NEWSLETTER

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



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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.**