



**Exploring,  
Experimenting & Learning  
with Purpose!**



**Public**



The logo for Public, with the word "Public" in a bold, red, sans-serif font.	The logo for SUNLIGHT, featuring an orange stylized flower icon to the left of the word "SUNLIGHT" in a bold, black, sans-serif font, with "Renewable Energy Solutions" in a smaller, orange, sans-serif font below it.	The logo for SUNLIGHT recycling, featuring a green stylized flower icon to the left of the word "SUNLIGHT" in a bold, black, sans-serif font, with "recycling" in a smaller, green, sans-serif font below it.	The logo for westnet, featuring a colorful stylized flower icon to the left of the word "westnet" in a bold, black, sans-serif font, with "access to technology and more" in a smaller, black, sans-serif font below it.	A stylized map of Europe with various countries highlighted in different shades of blue and grey.
The logo for softone, with the word "softone" in a bold, blue, sans-serif font, and "more. than. software." in a smaller, black, sans-serif font below it.	The logo for tollerton, featuring the word "tollerton" in a bold, black, sans-serif font, with a stylized bar chart icon to the right, and "innovations" in a smaller, black, sans-serif font below it.	The logo for PLAY, with the word "PLAY" in a bold, white, sans-serif font inside a dark blue rectangular box.	The logo for aasa, with the word "aasa" in a bold, white, sans-serif font inside a dark blue rectangular box.	
The logo for BeamUp, featuring a colorful stylized flower icon to the left of the word "BeamUp" in a bold, black, sans-serif font.	The logo for BIG DATA SCORING, featuring a stylized circular icon to the left of the words "BIG DATA SCORING" in a bold, black, sans-serif font.	The logo for METIS CYBERTechnology, featuring a stylized circular icon to the left of the word "METIS" in a bold, black, sans-serif font, with "CYBERTechnology" in a smaller, black, sans-serif font below it.	The logo for folx, with the word "folx" in a bold, black, sans-serif font.	



χαμογελάστε



# Talent Strategy



**Exploring**

**Experimenting  
& Learning**

**Purpose**



# Foster a new culture of work

through employee engagement and communications

Inspire  
employees  
by articulating  
a consistent and  
clear vision

Foster  
creativity,  
ideation and  
innovation

Adjust  
initiatives faster  
based on people  
insights

React  
to workforce  
needs  
more quickly

Get stronger  
engagement  
across your  
organization





## GROWTH MINDSET

The belief that skills, intellect and talents can be developed through practice and perseverance

**DESIRE**

**SKILLS**

**EFFORT**

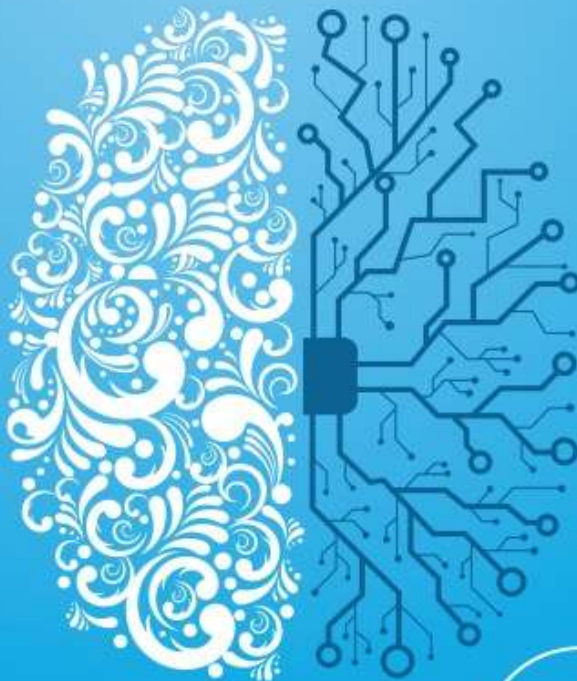
## FIXED MINDSET

The belief that skills, intellect and talents are set and unchangeable

**FEEDBACK**

**TALENTED PEERS**

**SETBACKS**



# Inspirational Leadership model

## DEVELOPING INNER RESOURCES

Stress tolerance  
Self-regard  
Emotional self-awareness  
Self-actualization  
Flexibility  
Independence  
Emotional expression  
Optimism

## SETTING THE TONE

Worldview  
Openness  
Shared ambition  
Follow through  
Responsibility  
Unselfishness  
Recognition  
Balance

## CENTEREDNESS

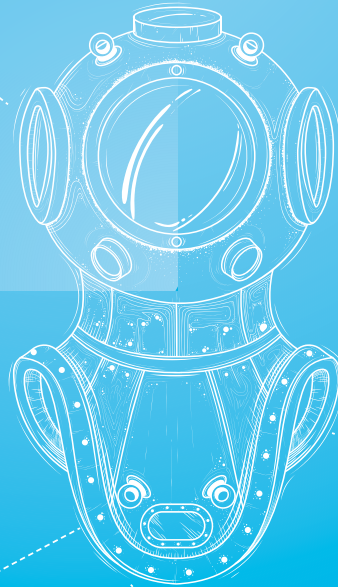
Engaging all parts of the mind  
to become fully present

## CONNECTING WITH OTHERS

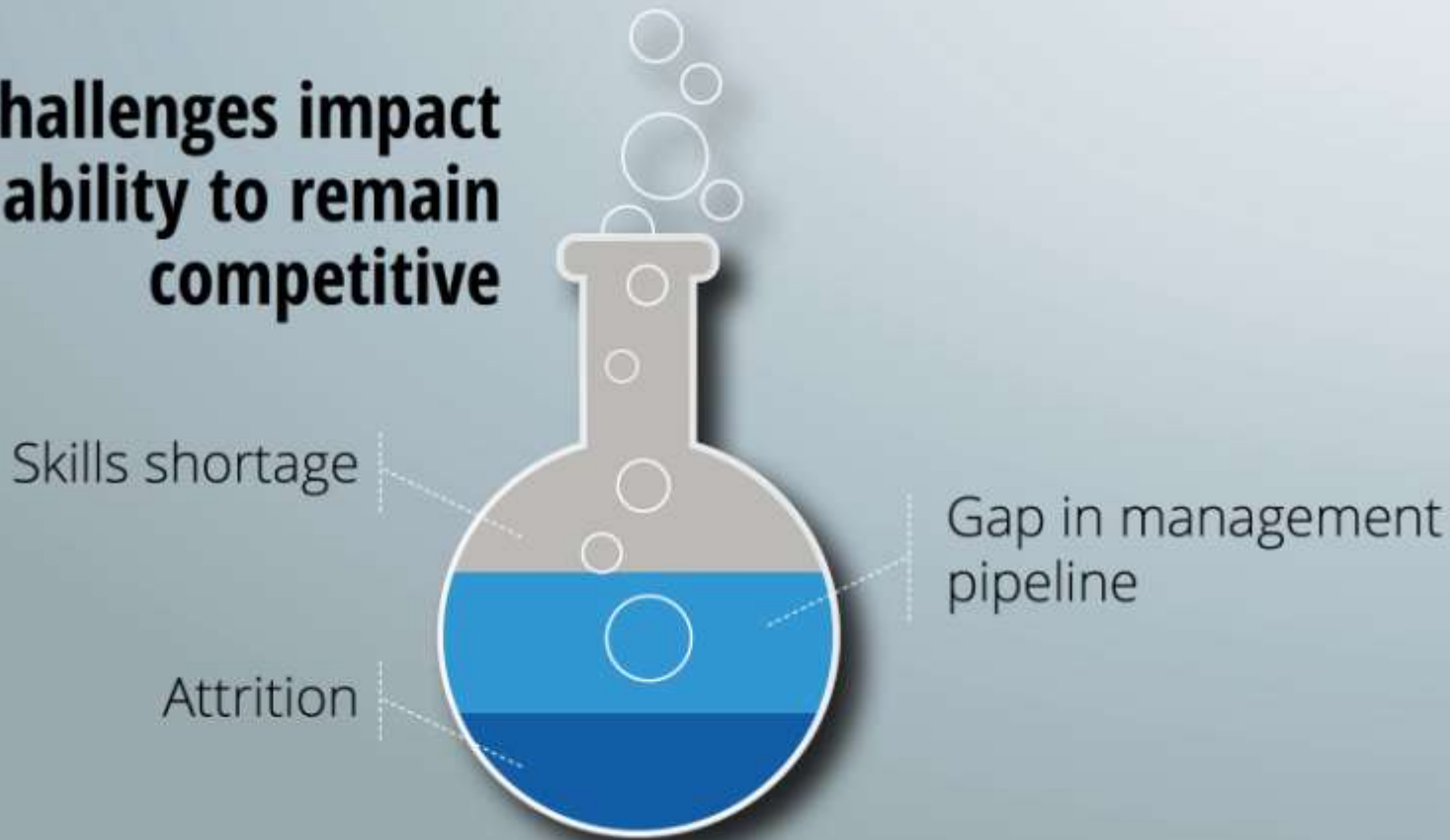
Vitality | Humility | Empathy | Development  
Assertiveness | Listening | Expressiveness  
Commonality

## LEADING THE TEAM

Vision | Focus | Harmony | Direction | Empowerment  
Co-creation | Servanthood | Sponsorship



## **Talent challenges impact your ability to remain competitive**





# Competitive organizations must adapt

Shelf life  
of skills is  
**<5 years**

**35%**  
of core job skills  
will change  
by 2020

### Organizations are facing widening skill gaps

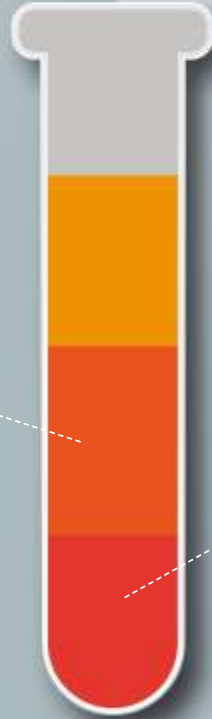
**92%**

of business leaders think employees aren't as skilled as they need to be

### Engage and retain employees with Learning

**94%**

more likely to stay at a company that invests in helping them build new skills



- 1 Skills Gap in the American Workforce, Adecco 2017
- 2 Soft Skills Are Increasingly Crucial in Getting Your Dream Job
- 3 Week of Learning 2016, LinkedIn

Source: 2017 LinkedIn Member Study

## Employers risk losing employees due to lack of career development opportunities

**23%**

of employee attrition is due to lack of learning opportunities<sup>1</sup>

**78%**

of employees say they'd remain longer with an employer if they had stronger career paths<sup>2</sup>

**50-250%**

of an employee's annual salary is the cost to replace an employee<sup>3</sup>

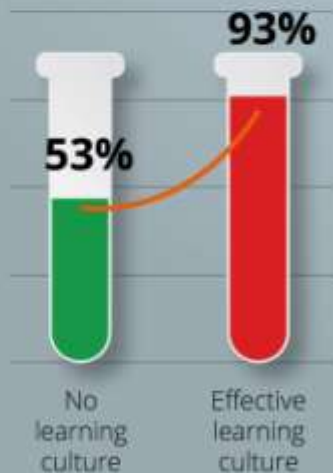
<sup>1</sup> National Research Business Institute

<sup>2</sup> Mercer, One in Three Employees Claim to Have a Job Rather than a Career

<sup>3</sup> SHRM

## Improved employee engagement delivers business results

Employee engagement



Engaged employees are:





**The illiterate of 21st century  
will not be those who cannot read and write,  
but those who cannot learn,  
unlearn and relearn**

*Alvin Toffler*





# Digital HR Transformation & Millennials

## Exploring

real-time feedback tool  
employee self services  
platform  
gamification  
personality tests  
v-cards

## Experimenting

online idea  
management tool  
e-approvals  
glassdoor & indeed  
corp profiles

## Learning

micro learning  
e-onboarding  
trustworthy open  
e-exit interview

Purpose

**Public**

Δημιουργούμε το  
**Retail του αύριο**



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