

A close-up photograph of a hand placing a light-colored wooden block onto a tall, slightly wobbly tower of similar blocks. The background is blurred, showing what appears to be a meeting or workshop setting with other people.

# Welcome To Leadership-Live-In-45!

## Introduction:

- **Series Host:**

- Leadership Variations, [www.Leadershipvariations.com](http://www.Leadershipvariations.com)
- Amy Bladen Shatto; Gail Anderson

- **LL45 Goals:**

- Opening conversations with senior internal executives about critical leadership topics (nuggets & networking)
- Invite you to put your name/email in chatbox
- Role of guest facilitator – part of the conversation/ POV

- **Notes/Ground Rules:**

- Safe space
- Format, kickoff with a guest < 10 min; open for all
- This is *still* a pilot. 30 second survey!
- Volunteers for future co-facilitators?

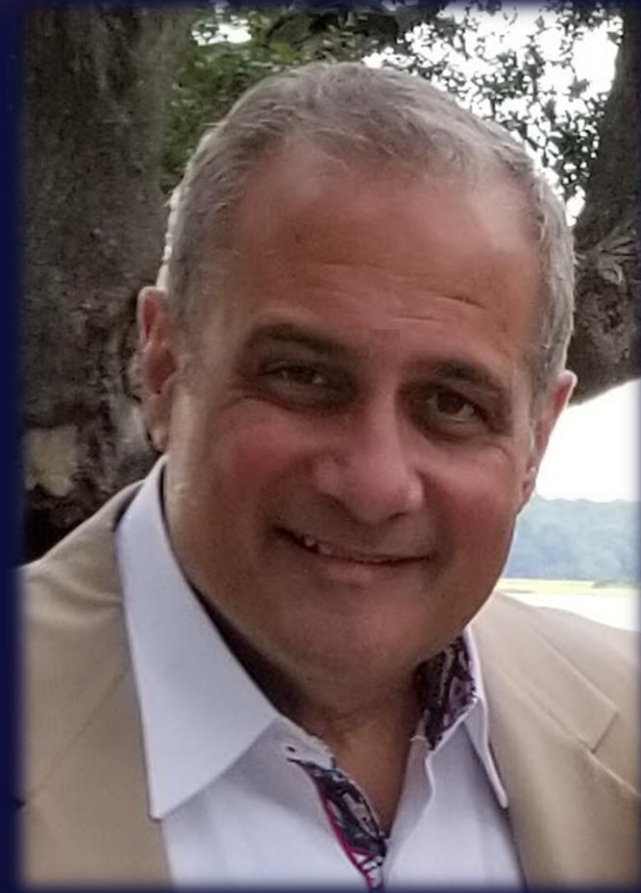
# War for Talent

WHERE ARE WE HEADED?

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Dec 2023



# Question: Is the War for Talent Real?

What is your biggest challenge?

1. Keeping Talent
2. Finding Talent
3. Both
4. Neither



# Some Research to Get Us Thinking...

**69%** employers are struggling to fill positions  
- ManpowerGroup and Gartner

**4.5M** Americans quit their jobs in November 2021 alone  
- US Bureau of Labor Statistics

**36%** Thought about leaving their job (some or a lot)  
- Bamboo HR

**47%** Workforce planning and skills in workplace to meet goals  
- Gartner

# What are the Challenges?

## The Worker...

- Comp/Ben
- Burnt Out
- Remote/Hybrid
- Skills Dev
- Change



What Else?

## The Work...

- Company/Values
- Policies/Culture
- Technology
- Roles
- Challenge



# What Actions are You Taking to Attract & Retain Talent?

(Discuss & Chat)



# Ideas to Retain and Develop Talent aka Your EVP

- ☐ Culture – company/learning
- ☐ Career paths/lattices
- ☐ Job sculpting – flip roles
- ☐ Upskilling
- ☐ Reskilling
- ☐ Gigs/remote/hybrid work
- ☐ Talent profiles
- ☐ Mentoring
- ☐ Projects
- ☐ Pay for performance
- ☐ Talent reviews
- ☐ Succession planning
- ☐ Purpose/values alignment
- ☐ Development plans
- ☐ Executive coaching
- ☐ Insights/assessments
- ☐ Wellbeing/work-life balance
- ☐ FUN

What Else?

# To Outpace the Change, Change the Frame

- One answer is a skills transformation.
- We need to change the frame and recognize that this is an internal war, not just an external one.
- Every worker wants that best possible future, and according to PwC, many working Americans are looking elsewhere to find it.
- We don't only have to compete with each other, we have to compete with our employees' visions of their future selves.