In 2017, Skillsoft and SumTotal undertook research in partnership with Fosway Group. The research surveyed HR, Talent Management and Learning & Development managers within EMEA.

Transforming Talent in the Modern Workforce

Is your organisation meeting the demands of today’s workforce?

Workplace culture is holding organisations back

- Only 44% say that their talent management approach is ready for the modern workforce.
- 86% find managers’ skills and attitudes are major barriers when meeting the expectations of the modern workforce.
- 84% report organisational culture as a barrier when looking to improve talent management processes.

Confidence in talent is precarious at best

- 67% say that employees need to learn faster.
- 44% believe their talent management approach is ready for the modern workforce.
- 30% say that other priorities and time are an issue when tackling change in the workplace.
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The structure of the modern workforce is changing all the time

- 42% of employees work where their skills are in demand rather than because of company loyalty.
- 33% work in flatter organisational structures.
- 27% of employees are contingent workers rather than permanent members of the payroll.
- 44% say that employees are working using a mobile device as their primary tool.
- 55% report that collaboration and social media tools are key to working in their organisations.
- 68% find that employees use technology for more and more virtual working.

Digital is everywhere

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