

# Transforming Talent in the Modern Workforce

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

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

## Workplace culture is holding organisations back



believe their talent management approach is ready for the modern workforce



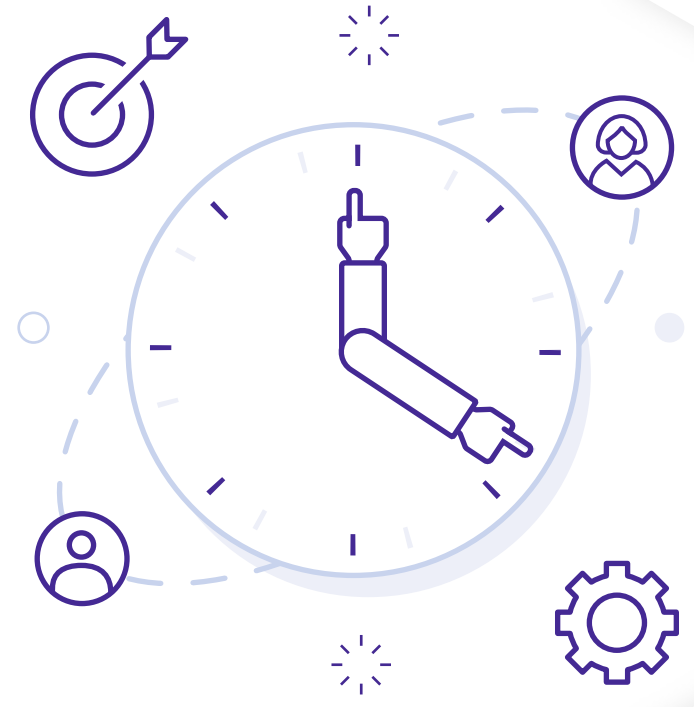
find managers' skills and attitudes are major barriers when meeting the expectations of the modern workforce



report organisational culture as a barrier when looking to improve talent management processes



say that other priorities and time are an issue when tackling change in the workplace



## Confidence in talent is precarious at best

LESS THAN **15%**

have all the skills they need to succeed today in **digital skills, soft skills** and **leadership skills**

**67%**

say that employees need to learn **faster**

LESS THAN **30%**

have all the skills they need to be successful



## 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

## Digital is everywhere

**44%**

say 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

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