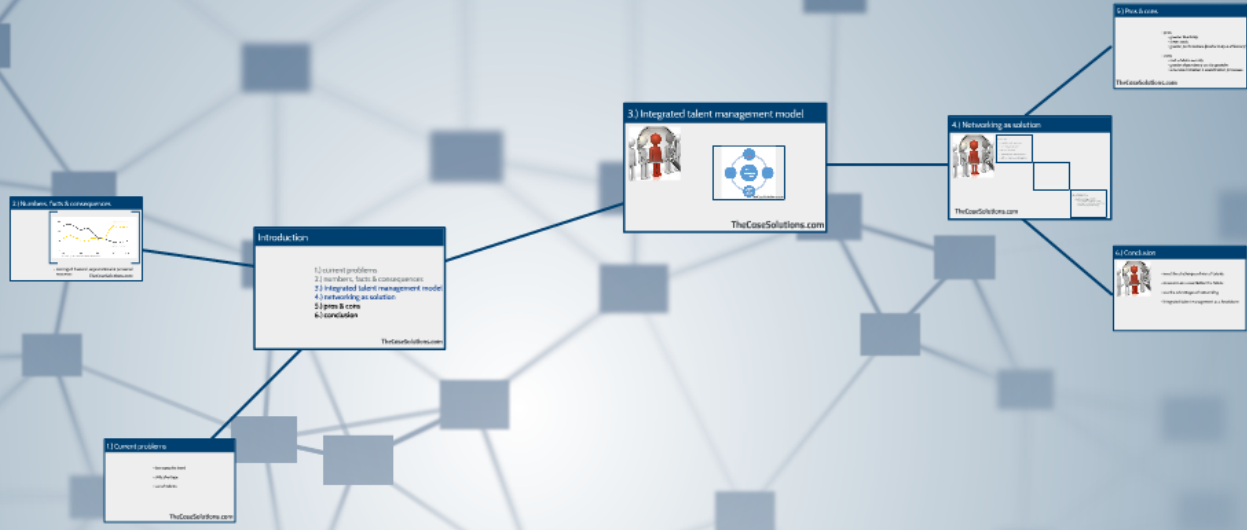


# Rethinking the 'War for Talent'

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# Introduction

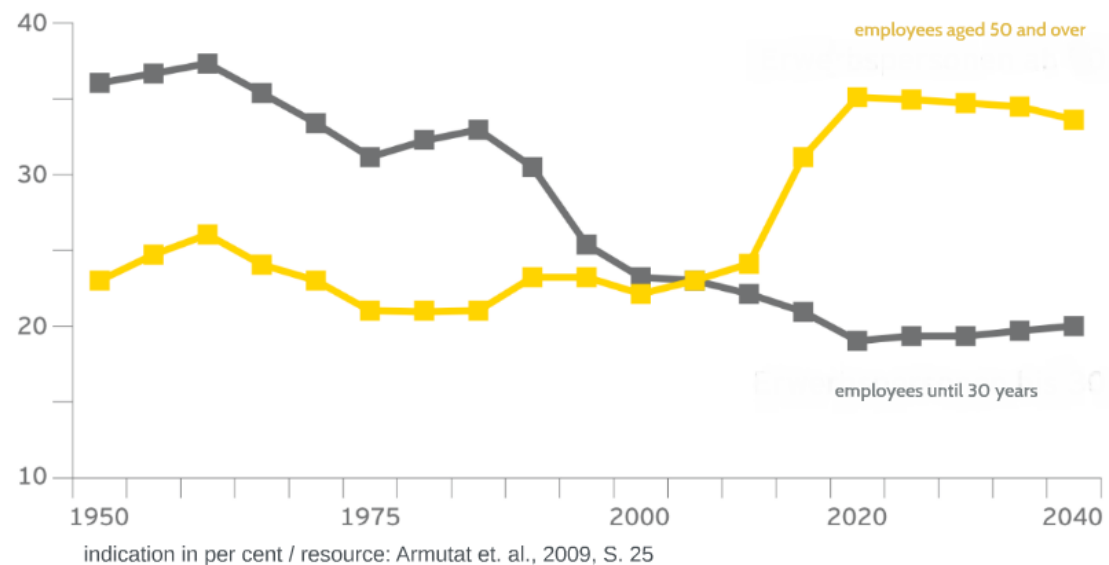
- 1.) current problems
- 2.) numbers, facts & consequences
- 3.) integrated talent management model**
- 4.) networking as solution**
- 5.) pros & cons**
- 6.) conclusion**

# 1.) Current problems

- demographic trend
- skills shortage
- war of talents

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## 2.) Numbers, facts & consequences



- missing of financial, organisational & personnel resources

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# 3.) Integrated talent management model



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# 4.) Networking as solution



## HR-Software

- *Payroll & Time Management*
- *Workforce Management*
- *digital personnel file*
- *Application Management Software*
- *Skills & Competences Management*



## use of social media

- *Facebook, Xing, LinkedIn*
  - *comparison of applicant data*
  - *approach to additional know-how*
  - *active Employer Branding*

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## 5.) Pros & cons

- pros
  - *greater flexibility*
  - *lower costs*
  - *greater performance (productivity & efficiency)*
- cons
  - *lack of data security*
  - *greater dependency on the provider*
  - *extensive initiation & coordination processes*