# Talent management

Skills, knowledge and abilities

Management skills /

Talent management

Global Skills Taxonomy ₹

#### Five year trend

Learning hours spent pursuing assessements and credentials in **Talent management** from 2017 to 2022 (share of total learning hours). Source:

# **Reskilling focus**

Companies for which **Talent management** is a priority in their upskilling and reskilling programmes for 2023-2027 (share of companies surveyed)

### Skill importance

Companies for which **Talent management** is a core skill for workers (share of companies surveyed)

# Skill evolution

Share of companies for which Talent management is increasing or decreasing in importance at work. White diamond and label represent net share.









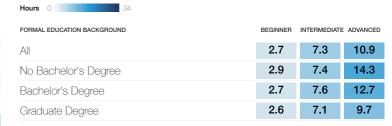
#### Jobs in focus

Roles where organizations surveyed report **Talent management** to be increasing in importance fastest, alongside estimates of the net job growth (percent) from 2023 to 2027.

ROLES	NET GROWTH
1. Managing Directors and Chief Executives	-2%
2. General and Operations Managers	0%
3. Assembly and Factory Workers	-6%
4. Sales Representatives, Wholesale and Manufacturing, Technical	0%
5. Business Development Professionals	21%
6. Business Services and Administration Managers	-5%
7. Accounting, Bookkeeping and Payroll Clerks	-27%

#### Time to skill

Learning hours required to achieve a credential in **Talent management** at beginner, intermediate or advanced proficiency as a function of the learner's level of formal education.



# Strategically adjacent skills

Probability that a company which will prioritise skills training in **Talent management** from 2023 to 2027 will also prioritise other skills.

Skill taxonomy Skills, knowledge and abilities Attitudes		
Leadership and social influence	62%	
Analytical thinking	55%	
Creative thinking	53%	
Resilience, flexibility and agility	49%	
Al and big data	47%	
Curiosity and lifelong learning	40%	
Technological literacy	40%	
Empathy and active listening	36%	
Motivation and self-awareness	35%	
Resource management and operations	34%	

# Simultaneous skill development

Probability that courses in Talent management also teach other skills. Source: Coursera.

Skill taxonomy Skills, knowledge and abilities Attitud	des
Resource management and operations	54%
Creative thinking	45%
Empathy and active listening	45%
Leadership and social influence	41%
Marketing and media	26%
Design and user experience	23%
Curiosity and lifelong learning	22%
Analytical thinking	22%
Systems thinking	16%
Resilience, flexibility and agility	11%

#### **Industry trends**

Industry-by-industry variations in reskilling focus, current and future importance, forecast evolution in importance, and strategic focus companies will place on **Talent management** from 2023 to 2027 for the industries which assign the highest and lowest reskilling focus to this skill (share of companies surveyed)

