The Changing World of Talent

The world is changing, and the workplace along with it. In the last 20 years we have witnessed an unprecedented evolution in the way we work.

New technologies, emerging markets, environmental and regulatory legislation, new demographics and consumer trends are just some of the factors that have changed the way we do our business.

At the same time, the skill sets our organisations require, the structures within which they operate, and the investments needed to sustain a competitive edge have all reshaped and transformed where and how we work today.

Organisational capability does not just happen; it has to be created. There is a methodology to attracting the right people, to managing them, developing them and having them perform at their best, and Talent2 can contribute to the process.

We have partnered with many organisations, large and small to help them navigate through change, and build sustainable and scalable talent management platforms that identify the right people for their organisations. We are inspired by the challenge of applying our expertise to making the workplace of the 21st Century work for people and organisations. We’d love to achieve this goal with you.

How prepared is your organisation for this uncertainty, and how ready are you to embrace opportunity? At Talent2, we believe organisational readiness is the single biggest strength or competitive advantage for any enterprise in the 21st Century. By being ‘ready’ you can count on having the resilience, agility and confidence necessary to defend market position whilst being well positioned to seize opportunities when and where they arise.

In a changing environment, a key constraint to achieving organisational readiness is organisational capability – which simply put is the availability, quality and composition of the talent at your disposal.

Trends

» Changing demographics around the world
» Global focus shifting to the East
» Rise of Multinational Corporations (MNCs) in emerging markets
» Jobs for life no longer exist
» Change in workforce dynamics
» Increasing contingent workforce
» Steady increase in global outsourcing and offshoring
» Rapid growth in Multi-Process Human Resources Outsourcing (MPHRO)
» Introduction of multi-continent contracts

New technologies, emerging markets, environmental and regulatory legislation, new demographics and consumer trends are just some of the factors that have changed the way we do our business.

At the same time, the skill sets our organisations require, the structures within which they operate, and the investments needed to sustain a competitive edge have all reshaped and transformed where and how we work today.

Organisational capability does not just happen; it has to be created. There is a methodology to attracting the right people, to managing them, developing them and having them perform at their best, and Talent2 can contribute to the process.

We have partnered with many organisations, large and small to help them navigate through change, and build sustainable and scalable talent management platforms that identify the right people for their organisations. We are inspired by the challenge of applying our expertise to making the workplace of the 21st Century work for people and organisations. We’d love to achieve this goal with you.

The world is changing, and the workplace along with it. In the last 20 years we have witnessed an unprecedented evolution in the way we work.
In the new, pared down, ‘every-job-counts’ climate, the human realities have never been more important.

The hectic pace of work has left many feeling burnt-out. Talk of work-life balance is pervasive and urgent. People want connection, empathy and open communication. They seek the opportunity to be more fulfilled at work and to enjoy their life at every level.

If we were to list the Key Performance Indicators for the new talent economy - happiness, a sense of worth and satisfaction would top the list. Your people are your greatest differentiator, and should be your greatest asset.

From small partnerships to large multinationals, from front line staff to the back office, it’s the people in your business who make the difference. And so, in this new market landscape, everything we do is about making people at work feel happier, more secure and fulfilled.

**Talent Landscape**

In the new, pared down, ‘every-job-counts’ climate, the human realities have never been more important.

The hectic pace of work has left many feeling burnt-out. Talk of work-life balance is pervasive and urgent. People want connection, empathy and open communication. They seek the opportunity to be more fulfilled at work and to enjoy their life at every level.

If we were to list the Key Performance Indicators for the new talent economy - happiness, a sense of worth and satisfaction would top the list. Your people are your greatest differentiator, and should be your greatest asset.

From small partnerships to large multinationals, from front line staff to the back office, it’s the people in your business who make the difference. And so, in this new market landscape, everything we do is about making people at work feel happier, more secure and fulfilled.

**New Drivers**

» China and India account for more than 60% of the global workforce

» Global mobility is more prominent than ever before

» Demand outstrips the supply of tertiary qualified entrants to the workforce

» More women are joining the workforce in emerging markets

» Recruitment and retention issues are on the rise

» Understanding local talent is becoming a critical factor

» Generations X, Y and Z’s influence on the job market

» Nurturing and development of talent remains an issue
How We Can Benefit Your Business

Talent2 is the only Human Resources Business Process Outsourcing (HR BPO) company that can provide an integrated offering to connect all the areas of your business from a people perspective.

» We align your HR with your organisational goals.
» We lower your costs, increase efficiency and improve the quality of the recruitment process.
» We help you identify, attract, engage and retain the best people.
» We make your people, and consequently your organisation, more productive.

» We reduce uncertainty around your HR capabilities, enabling you to concentrate on your core business.
» We provide the peace of mind that goes with reliable HR systems and processes that work.
» We provide line-of-sight transparency between your expenditure and the returns you receive from your HR processes and people.

The Gold Standard
As the market leader in Asia Pacific, Talent2 is the recognised gold standard for HR, Talent and Recruitment. Our reputation has been built on the quality of our services and their effective implementation. Above all we are known for our ability to deliver.

People First
By putting people first, we help them to be happy and fulfilled in their roles. We develop, motivate and manage them so that they achieve extraordinary things for your organisation.

Our Promise
With Talent2 you don’t just get people, you get people to the power of 2. And you don’t just get productivity, you get productivity to the power of 2. We will help your organisation be more successful by multiplying the power and productivity of your people, enabling them to realise their full potential.
What We Do

We take a holistic approach that looks at your organisation through the lens of your people and provide you with the end-to-end talent management solutions and support you need to realise their potential.

For us this starts with immersing ourselves in your business to pinpoint your people challenges and requirements.

We help you to identify the best people for your organisation. Whether they are the quiet achievers or the superstar, we believe everyone is empowered when they feel valued, happy, self-expressed and fulfilled.

Once we have found your ideal candidates, we can work with you to provide them with all the support they need from induction to payroll services – all through world’s best practice systems and processes.

Along the way we can assess them, train them and help you in the management of their performance and the planning of their careers.

What We Offer You

Proven methodology
Service quality
Innovative solutions
Consultative engagement

End-to-End Talent Management Solutions

talent2.com
Talent2’s HR Advisory team are thought leaders; especially in the areas of attraction and selection, workforce planning, learning and development and in HR standards.

Dr Chris Andrews, Director Human Resources, Bond University

Our HR Advisory Solutions

Talent2 looks at your organisation from every aspect to pinpoint your people challenges and requirements. We work with you to examine critical structural factors such as your organisation’s recruitment, performance management and HR policies and procedures.

We then draw on our best practice Payroll, Recruitment and Learning resources to provide you with HR solutions that cost-effectively multiply the power and productivity of your people.

Our point of difference is that we focus on your business objectives as the starting point for the analysis of your HR and people requirements. All our methodologies are designed to help you deliver on these objectives by creating and managing a work environment that achieves sustainable commercial growth.

All our processes are tailored to your specific organisational objectives across a broad range of people and recruitment issues including:

- Improving the efficiency of work arrangements to engage employees and encourage them to work at their best.
- Adapting to rapid changes in the business.
- Workforce planning and restructures.
- Learning and development consultancy.
- Management advice and support.
- Learning, recruitment and HRIS audits.
- Workforce analysis and salary surveys.
We have the people, systems, processes, experience and local knowledge to deliver accurate, on-time, safe and compliant payroll services specifically tailored to your organisation.

Our Payroll Solutions

We wanted one simple and accurate payroll and leave management solution for a number of countries in the region.

Mark Howes, Operations Excellence Manager, Ericsson

» We provide you with the largest coverage in Asia Pacific and the Middle East where we currently service 29 countries through 10 operational hubs.

» We provide you with unprecedented local knowledge and invaluable local business relationships.

» We already provide payroll services for 1.2 million client employees in Asia Pacific.

» Our unrivalled multi-currency and multi-language capabilities simplify your invoicing and payments.

» Our payroll and HRIS solutions are economically scalable from one to 100,000 employees.

» Our single contract and Service Level Agreement minimises your risk and relieves your contracts administration burden.

» Our transition and testing process minimises project delays ensuring a smooth integration and low business risk.

Whether you’re a small to medium enterprise, government department or large multi-national corporation, our Payroll solutions offer you the flexibility to ‘mix and match’ services, enabling you to realise cost efficiencies, improve functionality, implement global reporting and deliver greater employee / manager self-service capability. It is never our intention to impose a prescribed solution on your organisation; our objective is to work with you to identify the most appropriate services to meet your specific needs and achieve your desired outcomes.

Whether you’re a small to medium enterprise, government department or large multi-national corporation, our Payroll solutions offer you the flexibility to ‘mix and match’ services, enabling you to realise cost efficiencies, improve functionality, implement global reporting and deliver greater employee / manager self-service capability. It is never our intention to impose a prescribed solution on your organisation; our objective is to work with you to identify the most appropriate services to meet your specific needs and achieve your desired outcomes.

talent2.com

Accurate
At Talent2 we offer you a comprehensive range of recruitment solutions that incorporate a broad suite of services from targeted search to end-to-end Recruitment Managed Services.

Our Recruitment Solutions

» Our teams combine both experienced recruiters and industry experts.
» Our consultants are industry specialists with an intimate understanding of your market.
» We provide consultants who specialise in permanent, contract and interim placements.
» Our Recruitment Managed Services footprint is truly global.

According to Nelson Hall research, Talent2 commands the major share of the Recruitment Process Outsourcing market in Asia Pacific (incorporating a 95% share of the market for MP-HRO). The strength of our market presence enables us to effectively manage all your recruitment requirements, while you focus on getting on with your core business.

» Our Employer Marketing team is expert in building your Employer Value Propositions and developing a strategic sourcing approach to attract and retain the very best candidates in the market.
» Our strategic partnership with Allegis Group Services provides our clients with the expertise and geographic spread of two market-leading entities.

Talent2 is a true partner in providing strategic people development support in their executive recruitment processes. We look to Talent2 as a long term partner to our success.

Roger Young, Global Director, HR - Asia Pacific
PPG Industries International, Inc.
We provide end-to-end learning and support solutions aimed at providing sustainable and tangible value to your organisation.

We can service your organisation wherever it is in the world and provide localised content in whatever language is required. Our Learning professionals can help you to design, develop and deploy the sustainable learning and performance programmes that can play a vital role in meeting your business goals. Our core focus is to develop the capabilities of your people and ensure their alignment with the business processes and technology of your organisation.

- We design and develop learning and development strategies to deliver sustainable and measureable business value.
- We build and maintain leading edge learning content for all formats on a global basis with a focus on Asia Pacific.
- We deliver learning solutions in a range of formats from classroom training, one on one coaching and seminars through to virtual classroom and video conferencing.
- We increase your productivity and help make the administration of the entire process easy, efficient and cost effective.
- We help to identify, nurture and grow your existing talent through assessment and coaching.
- We combine our Talent2 services to provide a complete end-to-end service to support career transition and redeployment.

Kristen Lohr, Head of Recruitment
Vodafone Hutchison Australia

The design is excellent and completely within brand, yet still interesting and fun to use. We need a module like this for every HR process we have.
Global reach, end-to-end capability

» 1,700 people in 47 offices across 19 countries
» The number one RPO provider in Asia Pacific, and number six globally
» One of the largest learning providers in Australia with 500,000 training interventions conducted each year
» Third largest provider of Learning Business Process Outsourcing (LBPO) in Asia Pacific
» 1.2 million Payroll transactions processed every month
» 50,000 people hired every year by our recruitment consultants
» Listed on the ASX: TWO
» Launched in 2003 by industry icons Geoff Morgan and Andrew Banks