

TALENT UNLEASHED.

7 topics om future proof te zijn



Caution!
Cross Traffic
Does NOT
Stop for
Pedestrians



People
masterminds



MINDSHIFT.



Wereldwijd weet talent dat zij hun leven en werk op unieke manieren kunnen vormgeven met oneindig veel mogelijkheden.



AMPALS



3 REEDS BESTAANDE TRENDS ZIJN VERSNELD

- 1. De behoefte aan flexibiliteit**
- 2. De zoektocht naar een doel/purpose**
- 3. De snelheid van technologische transformatie**



**Talent denkt na over hoe werk in
het leven past en neemt de
touwtjes in handen.**

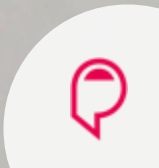


**EN ER IS MEER..
GENERATIES IN
ORGANISATIES EN HYBRIDE
WERKEN BIJVOORBEELD.**



**VAN CV NAAR
LEARNABILITY
EN
'REVERSED MENTORING'**





7 ONDERWERPEN OM 'FUTURE-PROOF' TE ZIJN

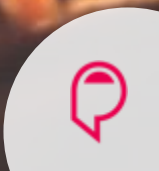


DISCLAIMER.





1. THE GREAT R..



THE GREAT RESIGNATION?



The background is a close-up of an ice cream stand. A sign at the top left features three ice cream cones and the text "Contents x 210 cones". Below the sign is a white mechanical dispenser. A person's hands are visible in the foreground, one holding a small object. The person on the left is wearing a grey Champion sweatshirt. The person on the right is wearing a dark long-sleeved shirt. A red can is partially visible on the right edge. The text "THE GREAT RENEGOTIATION!" is overlaid in large white letters.

THE GREAT RENEGOTIATION!





**TALENT HEEFT NIEUWE,
HOGE VERWACHTINGEN
OVER HOE WERK IN HET
LEVEN PAST.**



FLEXIBILITEIT



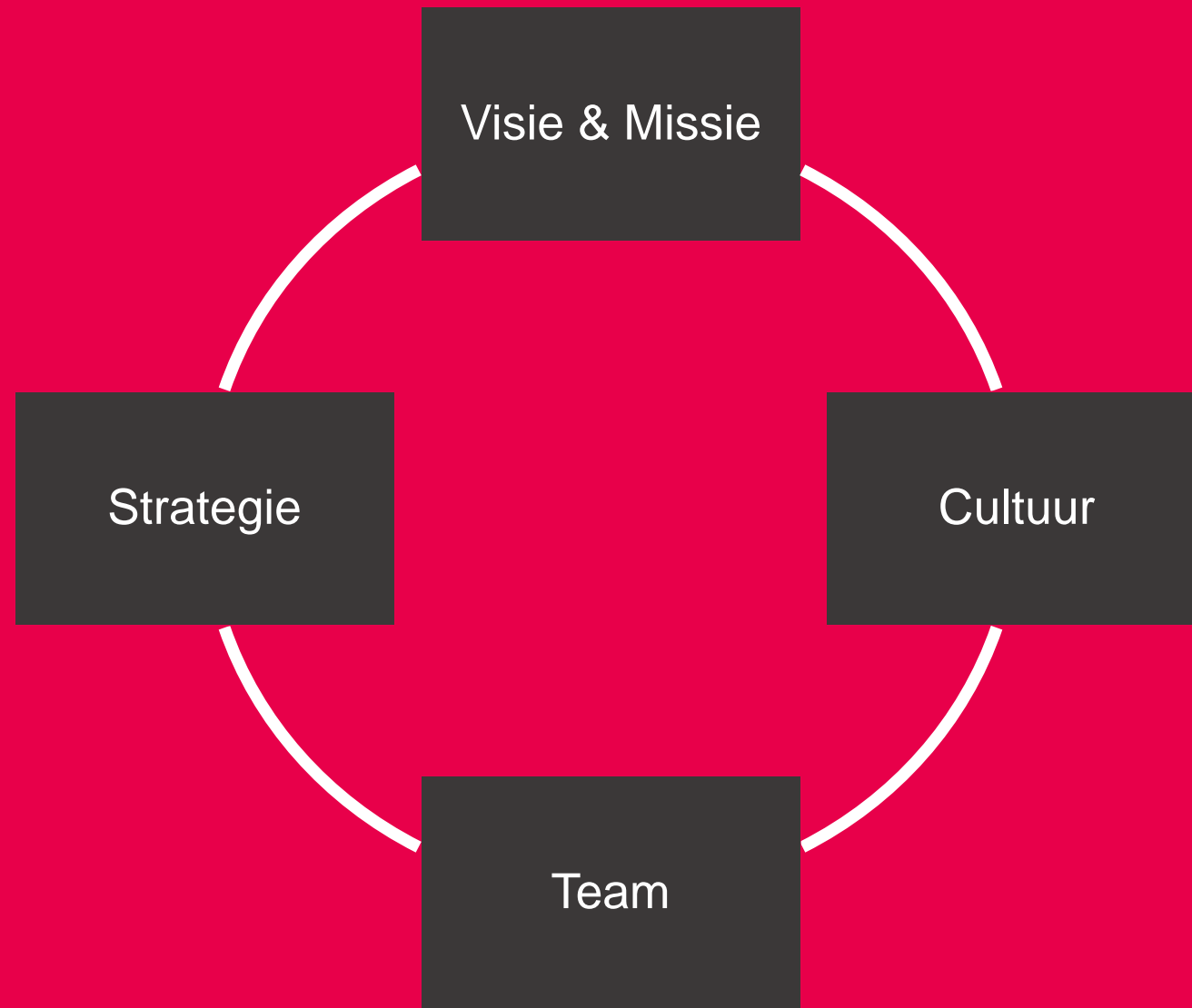
Personio





2. CULTUUR.





A person with dark hair tied up, wearing a dark blue long-sleeved shirt, is seen from the side, holding a large stack of white papers or documents. The background is a grey brick wall. The text is overlaid in the center of the image.

**CULTUUR IS DE MANIER WAAROP
MENSEN ZICH GEDRAGEN ALS DE
BAAS NIET KIJKT.**



CULTUUR IS EEN GEVOEL...



Werksfeer staat op #2 in pullfactoren op de arbeidsmarkt

Bron - Intelligence Group



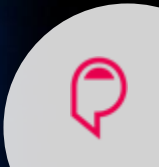
CULTUUR IS EEN 'OPT-IN'.



**HOE EXPLICIET
BEN JIJ OVER JE
(Hybride) CULTUUR?**



bunq



- **MEER BETROKKENHEID**
- **LAGER VERLOOP**
- **MEER INNOVATIE**
- **HOGERE KLANTTEVREDENHEID**
- **HOGERE PRODUCTIVITEIT**
- **...EN DUS MEER WINST**



CULTUUR OF BOTOX?



WEWORK

**‘DO WHAT
YOU LOVE’**

How Purpose Became Toxic at WeWork— and How to Avoid The Trap



Source: Kelly Sikkema, Framework

Recognized as a great place to work



THE CNBC
DISRUPTOR 50
2020

AMERICAN BANKER
BEST PLACES
TO WORK IN
FINTECH
2020

BETTER.COM



BETTER.COM CEO FIRES OVER 900 WORKERS ON ZOOM

Better.com CEO lays off
15% of employees right
before the holidays 😊



A close-up, high-resolution photograph of a person's eye. The iris is a striking, vibrant blue-green color, and within it, a clear reflection of a dense forest with tall trees is visible. The surrounding skin and eyelashes are in soft focus, creating a sense of depth and intimacy. The overall mood is contemplative and serene.

**PEOPLE CAN'T BE WHAT THEY
CAN'T SEE.**



3. LEIDERSCHAP

A lighthouse on a small island at night, with its light reflecting in the water. The sky is dark blue with some clouds. The lighthouse is a tall, cylindrical structure with a glowing top. The water is dark and reflects the light from the lighthouse. The overall scene is serene and atmospheric.



MOET ANDERS...



HUMAN LEADERSHIP



Authentic

Act with **purpose** and enable **true self-expression** for themselves and their teams.



Empathetic

Show genuine **care, respect** and concern for employee **well-being**.



Adaptive

Enable **flexibility** and support that fit the **unique needs** of team members.



Human Leadership



A close-up photograph of a hand holding a single, curved, yellowish object with a rough, fibrous texture. The object is held between the thumb and index finger, curving upwards. The background is solid black. The text 'SLAPPE HAP' is overlaid in white, bold, sans-serif font across the middle of the object.

SLAPPE HAP





Authentic

Act with **purpose** and enable **true self-expression** for themselves and their teams.



Empathetic

Show genuine **care, respect** and concern for employee **well-being**.



Hybrid Leadership



Adaptive

Enable **flexibility** and support that fit the **unique needs** of team members.



Clear

Set clear **expectations**, aligned with the company's **vision** and **strategy**.



A silhouette of a person standing on a dark rock with their arms raised in a gesture of triumph or joy. The background is a vibrant sunset sky with streaks of orange, red, and purple. The text is overlaid on the image in white, bold, sans-serif font.

INTRINSIEKE MOTIVATIE.

PURPOSE

AUTONOMIE

PROFESSIONELE GROEI

VERBONDENHEID





4. GELEIDE AUTONOMIE.



WAT IS DAT?

Een ontwerp dat teams een hoge mate van verantwoordelijkheid en eigenaarschap geeft.

3 must haves voor leiders..



VASTGESTELDE VERWACHTINGEN.

A silhouette of a person standing with their arms outstretched, facing a bright sun that is setting or rising over a landscape of hills and a valley. The sun is positioned directly behind the person's head, creating a lens flare effect. The overall scene is bathed in a warm, golden light.

Niet zomaar KPI's en OKR's maar expliciet omschreven verwachtingen inclusief het verschil tussen 'good' en 'great'



BEGRENSDE BEGELEIDING.

Het definiëren van duidelijke grenzen, waarbij je een veilige omgeving creëert voor autonoom werken inclusief zelf besluiten nemen.



INLEVENDE INZET.

Leiderschap met een menselijke focus, waarbij het veilig is om persoonlijke, wereldse en bedrijfsgerelateerde zaken met empathie te bespreken.





Hannah

@radicavaqueen

my mom passed away last weekend. i emailed my professors to ask for a 24-hr extension...

prof #1 only gave me an extra 12 hours.

prof #2 told me to do the assignments for the week when i could & asked if i wanted to share my favorite memories of her instead.

be like prof #2.



5. BELONGING.



A dense collage of various international banknotes and handwritten notes. The banknotes include US dollars (one, five, ten, twenty), Euro (one, two, five, ten, twenty), British pounds (one, five, ten, twenty), and other currencies like the Angolan Kwanza. Handwritten notes are scattered throughout, some with dates like 'Valentine's Weekends 2016' and 'Great Pub Grant used to be in role - Thank you!'. The text 'MONEY MATTERS' is overlaid in the center in a large, bold, white font.

MONEY MATTERS



Highlights of the results 2023

Top 10 elements

Position compared to last year

#1	Base pay	+1
#2	Vacation days	New
#3	Permanent employment contract	New
#4	Work that is interesting and challenging	-3
#5	Salary increase	New
#6	Colleagues	-3
#7	Good transport access to workplace	+10
#8	Approachable managers and leadership	-1
#9	Face-to-face recognition	New
#10	Pension benefits	-1

Ranking of the 11 themes

#1	Work and life balance	-
#3	People at work	-1
#5	Everyday work	-2
#7	Physical work environment	+2
#9	Career path	-3
#11	Company Reputation and values	-

#2	Pay and bonuses	+3
#4	Recognition	new
#6	Personal and professional development	-2
#8	Company culture	-
#10	Other benefits	-





PULLFACTOREN.

Factor	Heel NL	NL 18-35 jaar
Goed salaris	52%	54%
Werksfeer	44%	44%
Vast contract	39%	32%
Inhoud van het werk	32%	29%
Doorgroeimogelijkheden	18%	27%

Bron - Intelligence Group, laatste 8 kwartalen



EN DAN NOG DIT

- **HOE JONGER DE MEDEWERKER HOE MEER FINANCIËLE STRESS (22% VAN GEN Z)**
- **RUIM DE HELFT VAN GEN Z EN MILLENNIALS ZEGT TE GAAN VRAGEN OM EEN LOONSVERHOOGING**
- **EU RICHTLIJN LOONTRANSPARANTIE..**



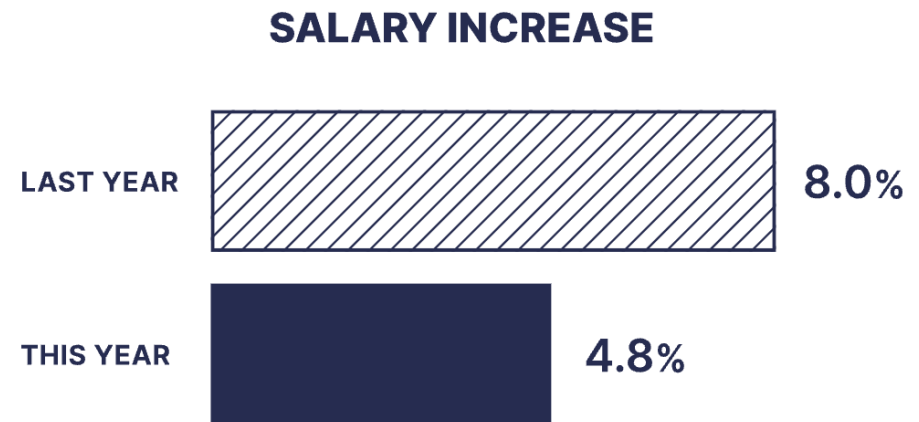
SNEAK PEAK.

Salary increases

Pay increases are down by almost 50% compared to last year

Last year the typical employee in a European tech start up could expect a very decent 8% annual salary increase (non-promotion), but this year the typical increase is 4.8%. Whilst this is still above average across other industries and company types, it does threaten the attractiveness of employment in a start up – a risk given the high importance of employee retention currently.

The report breaks down salary increases by company stage and country, as well as exploring competitive salaries across roles, and promotion rates and promotion pay increases.



ravio



**TAKE
AWAY**

**Vind balans tussen financiële
zekerheid, eerlijkheid en
voldoening.**

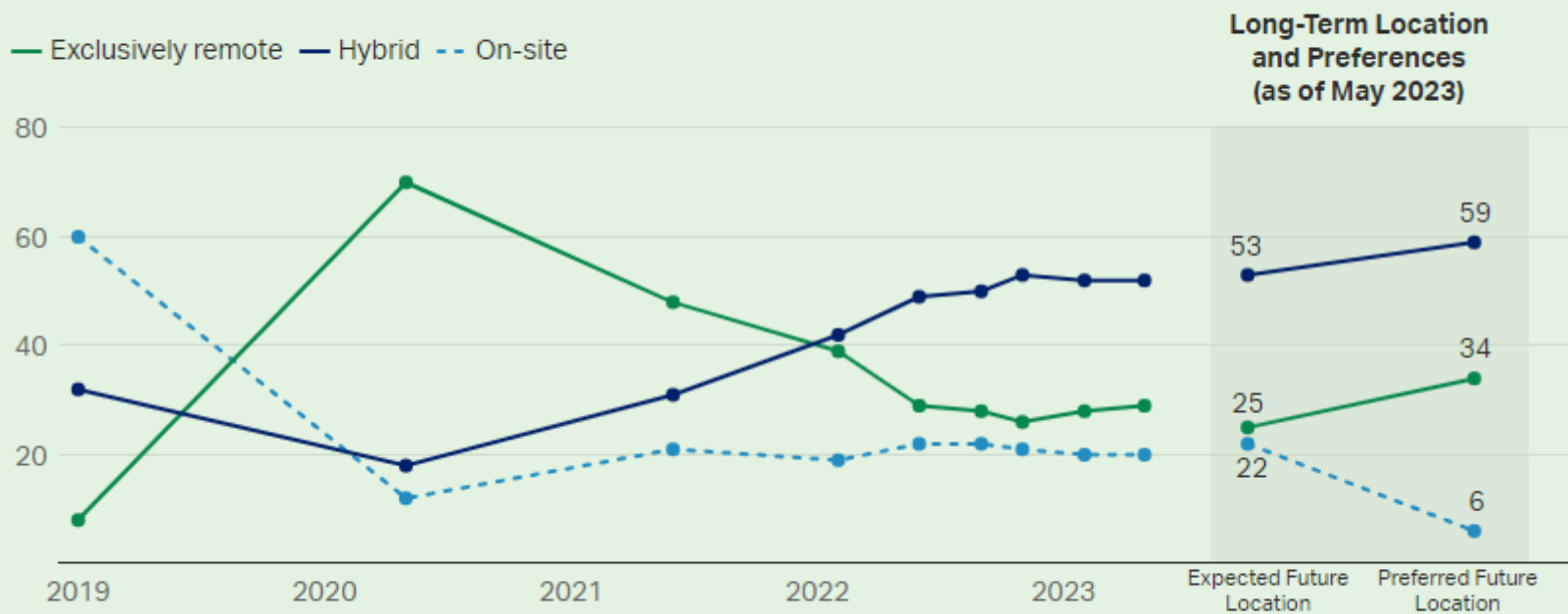


6. HYBRIDE.



Work Locations for Remote-Capable Jobs

Over half of remote-capable employees expect and prefer hybrid work.



% Remote-capable employees working (or expecting or preferring to work) at each location.
Dates that appear when hovering over "expected" and "preferred" data are placeholders for purposes of data visualization.

GALLUP®



STAND VAN ZAKEN.

- **50% VERPLICHT OP KANTOOR VOOR X AANTAL DAGEN EN/OF OP SPECIFIEKE DAGEN**
- **30% HEEFT VOLLEDIGE VRIJHEID**
- **DINSDAG EN DONDERDAG ZIJN FAVORIET**



Hoe werken aan één cultuur en team als we hybride werken?





COLLECTIEF



BEPAAL DE FUNCTIE VAN KANTOOR

- 1. Creatie, samenwerken en coaching (professionele interactie)**
- 2. Verbinden en uitdagen (geplande en ongeplande interactie)**
- 3. Afstemmen en communicatie (informatie uitwisseling)**



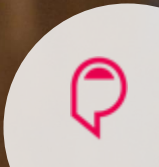
UITDAGINGEN HYBRIDE WERKEN

1. Het verliezen van verbinding en samenwerking (cultuur)
2. Afname kwaliteit van product of dienst
3. Verminderde creativiteit en innovatie
4. Vertraagde leercurve
5. Eenzaamheid





WELKOM



Sterkere Employee Value Proposition

Betere werk-privé balans

Efficiëntere tijdsindeling

Hogere productiviteit

VOORDELEN.

Grotere talenten pool

Meer vrijheid

Lager personeelsverloop

Minder vermoeidheid en burnouts



CONFLICT

FREEDOM



HOE MAAK JE HYBRIDE EEN SUCCES?

1. **Ontwikkel een hybride filosofie**
2. **Wees duidelijk, wat verwacht je en waarom? (neem leiderschap!)**
3. **Maak spelregels, team schema's en bepaal de communicatiekanalen**
4. **Maak je kantoor hybride proof**
5. **Plan hybride werken feedback sessies, leer en verbeter**
6. **Ontwikkel een lange termijn strategie die je cultuur en productiviteit ondersteunt**



Please
Stay on
the Path

7. ZELF DENKEN.



**ONE SIZE
DOESN'T FIT
ALL.**



LAAT JE NIET LEIDEN DOOR TRENDS.



The top 23 new recruiting trends for 2023.

- Remote work and future trends in recruitment. ...
- E presenteeism. ...
- Diversity, equity, and inclusion. ...
- Employee well-being and mental health checks. ...
- Increase in workforce analytics. ...
- Data-driven strategy. ...



TALENT RECRUITMENT

Talent Acquisition Trends 2023

As we look to 2023, Korn Ferry talent acquisition experts offer their thoughts on what the coming year will bring to the job market.



DUS...

**JIJ BENT AAN ZET!
WAT HEEFT JOUW ORGANISATIE
NODIG EN WORDT JOUW 'BIG BET'?**



**Wanneer talent weer 'normaal' gaat
doen?**

Dat doen ze al. Dit is normaal.





**HOE ZIT HET MET
JOUW MINDSHIFT?**



BEDANKT!

**Meer horen? Luister de People
masterminds podcast via de QR**

