

Total Talent Transformation

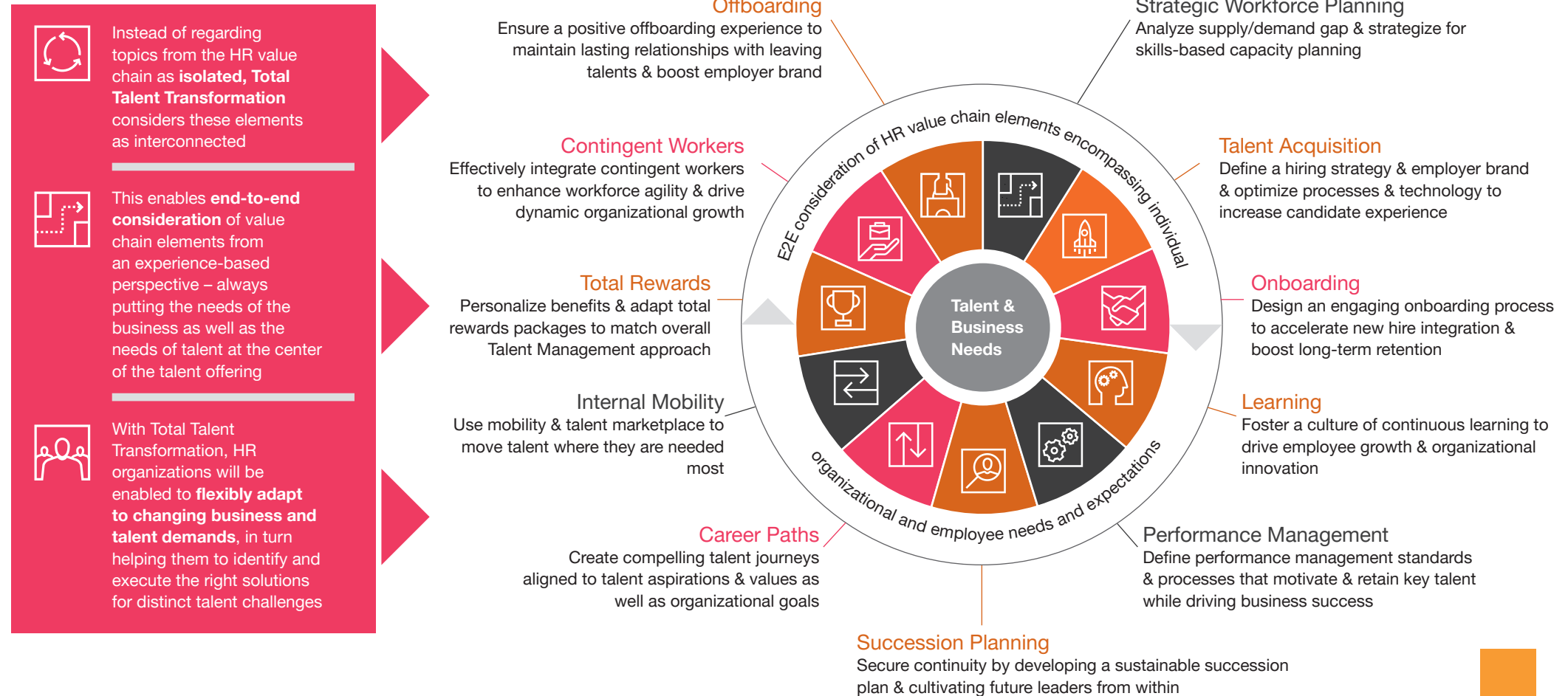
HR Function Transformation

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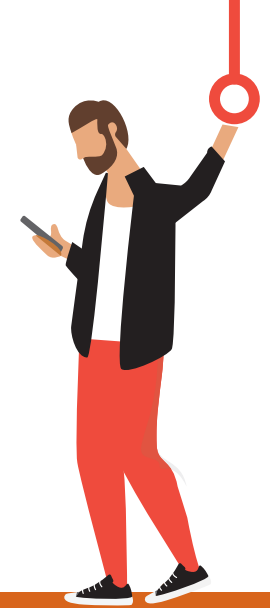


What is “Total Talent Transformation”?

Total Talent Transformation enables your HR organization to flexibly **connect elements of the talent value chain** based on specific **organizational and employee needs** to enhance **employee experience** and ensure that your organization **finds, wins and retains** the right talent.



Why does traditional Talent Management need to change?



Talent Management **must continuously adapt** due to various evolving factors – **economic shifts, social dynamics and generational changes** – to sustain its competitive edge. However, the **traditional talent management** approach is **fragmented**, viewing HR activities as separate processes without integration, and is **reaching its limits** in the face of current trends and challenges in the market.

Current Market Trends and Challenges



Skilled Labor Shortage

Companies are facing an increasing shortage of skilled workers due to advancements in technology, the growing demand for specialized skills and the retirement of experienced professionals.



Changing Needs of Employees

Employees today seek more than just a paycheck; they desire meaningful work, work-life balance, career progression, and alignment with their personal values.



Scarce Talent Pipeline Due to Demographic Changes

An aging workforce, lower birth rates and a shrinking pool of younger workers are leading to scarcity in the talent pipeline.



Easier for Talent to Switch Jobs and Employers

The modern workforce has more opportunities and is more willing to switch jobs if their needs aren't met, leading to higher turnover rates.



Skill Uncertainty

Due to fast-changing technological advancements, e.g., AI, predicting the skills required for the future has become increasingly difficult, posing significant challenges for organizations and employees in anticipating and adapting to evolving skill demands.

Limitations of Traditional Talent Management

1

Employer-driven market:

Assumes companies control the job market, but today's labor market is mostly employee-driven.

2

Long-term employment:

Assumes employees stay long-term, though frequent job changes are now common.

3

Standardized solutions:

Relies on uniform approaches that no longer meet individual employee needs.

4

Client/employee focus:

Places the employee at the end of the value chain, not at its center.

5

Job architecture:

Fixed roles and profiles rigidly determine talent management, restricting adaptability.

6

Long-term employee focus:

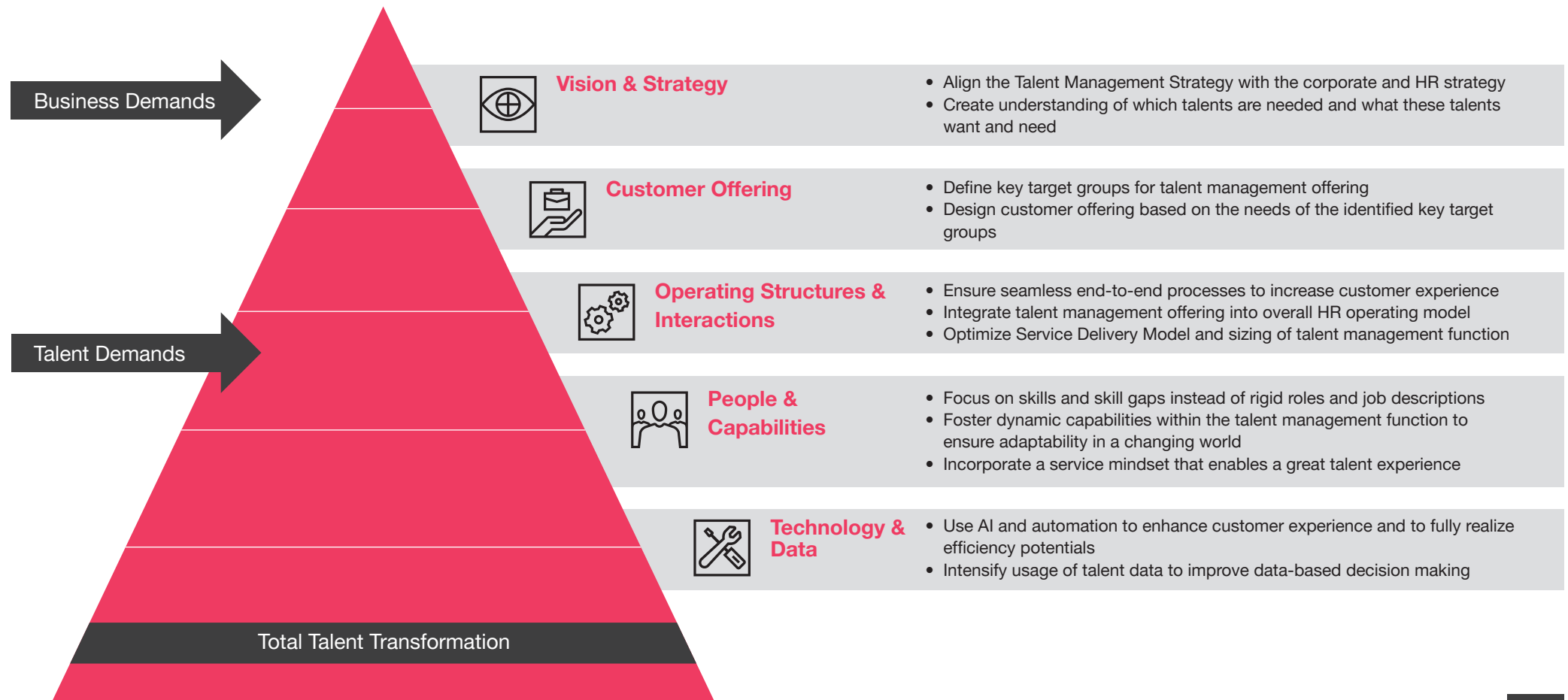
Assumes companies have long-term competency needs and therefore focuses on internal, long-term employees, rather than integrating contingent workforce into talent management.



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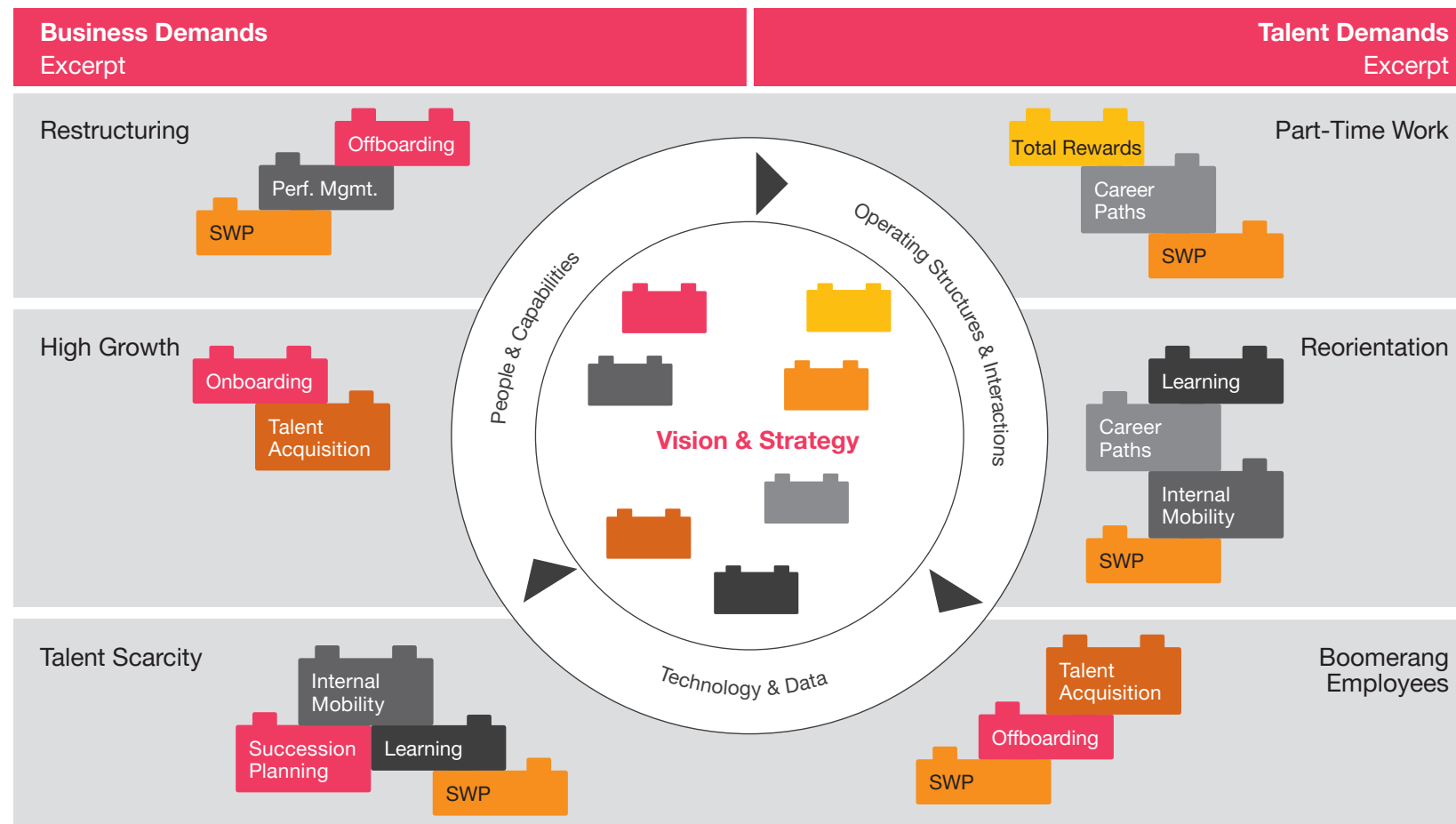
How does the talent management function need to transform to thrive in the new environment?

It has become more important than ever to approach talent management holistically and **end-to-end**. Our Total Talent Transformation approach prioritizes the employee experience, placing **business and talent needs at the core** of the organization's talent management approach.



How can Total Talent Transformation ensure adaptability to changing business and talent demands?

To enable talent management to have a **positive impact on talents and the business**, Total Talent Transformation **connects the different customer offerings in a flexible way** that can be adapted to the **changing demands of talents and the organization**.



- Demands of the business as well as talents can vary over time and from organization to organization
- Total Talent Transformation must offer **targeted solutions for these diverse demands**, which can be **individually combined and flexibly adapted** to meet organizations' and/or employees' requirements
- A **modular approach helps to interlink the pieces**, which are interchangeable and can be combined and assembled depending on current demands

Let us kick start your Total Talent Transformation journey with a workshop that is tailored to your business and talent needs

The PwC Outside-In Perspective



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Get ready to find, win and retain the best talent for your organization in an ever-changing world

Our 2-day Total Talent Transformation Kick-Start Workshop

Maturity assessment of your current talent management function (quantitative & qualitative benchmarking)

Identify business needs and talent needs of key target groups based on a pain-point analysis

Customize talent management offering based on talent and business needs

Get insights on technology trends and AI and data use cases in talent management

Define your target picture and identify next steps to achieve the desired state for the talent management function

Please feel free to reach out to our Talent Management experts to discuss how we can support you on your talent transformation journey

It is time to act now!

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Transform your talent management function to attract, retain, and nurture top talent, ensuring your organization's competitive edge in a dynamic world.



PwC is one of the world's leading HR and change management consultancies

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18,000 clients have trusted us to help solve their biggest people and organization problems over the last two years.

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With our HR Transformation consulting services, we advise clients who are building the next generation of HR. Whether it is checking the maturity of their current HR function, laying out strategies for robust and resilient HR designs for more agility and versatility, or implementing digital HR service platforms for more customer centricity, our team of HR transformation consultants acts as trusted advisors for our clients.

About us

Our clients face diverse challenges, strive to put new ideas into practice and seek expert advice. They turn to us for comprehensive support and practical solutions that deliver maximum value. Whether for a global player, a family business or a public institution, we leverage all of our assets: experience, industry knowledge, high standards of quality, commitment to innovation and the resources of our expert network in 149 countries. Building a trusting and cooperative relationship with our clients is particularly important to us – the better we know and understand our clients' needs, the more effectively we can support them.

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