

How Talent Mobility Became So Important

Change is occurring at rapid pace, and HR teams are under pressure to quickly support and manage that change. So, how does your organization become futureproof?

SHL identified why mobilizing talent is the key to sustainable growth, no matter what challenges lie ahead.

Poor Mobility Decisions are Bad for Business

Diversity

Unconscious bias in decision making may lead to poor diversity and inclusion rates.



of employees want their company to do more to increase diversity.

Engagement

Being overlooked for opportunities or being in the wrong role can lead to poor employee engagement.



lower profitability was found in organizations with low employee engagement.

Efficiency

Inaccurate or slow talent decisions can lead to bad results.



of CEO's said that poor talent management has kept them from meeting their targets.

Performance

It takes longer to reach full productivity.



of leaders fail to meet objectives in their new roles.

"If your company does not offer interesting developmental opportunities for your people, they just might leave or even worse, check out in place."

Bersin (Careers and Talent Mobility Today: A New World)

The Four Reasons to Use Science and Data to Support Talent Mobility Decisions



Improve diversity and inclusion

SHL found that **58%** of high-fit candidates for leadership roles are women



Increase employee engagement

SHL identified high-fit leaders have **82%** higher engagement



Boost efficiency and cut costs

A local government saved **\$122m** by increasing the number of internal hires



Unlock potential and performance

High-fit candidates are **4X** more likely to be top performers

How to Become Future Ready

Instant access to insights backed by science and data ensures the best fit talent delivers results.

SHL's Mobilize has four key components



Increase accuracy of selecting the right candidates by 3x. Instantly view workforce potential and connect talent to strategic objectives.



Quickly gather insight into personality and experience that can be used for any opportunity.



An engaging and easy to use platform for you and your employees, with a mobile-first interface.



Delivered by 300 psychologists in 150 countries, in over 40 languages.

In our ever-evolving world, instantly identify the right internal resource as quickly as business needs change.

Find out more shl.com/mobilize

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