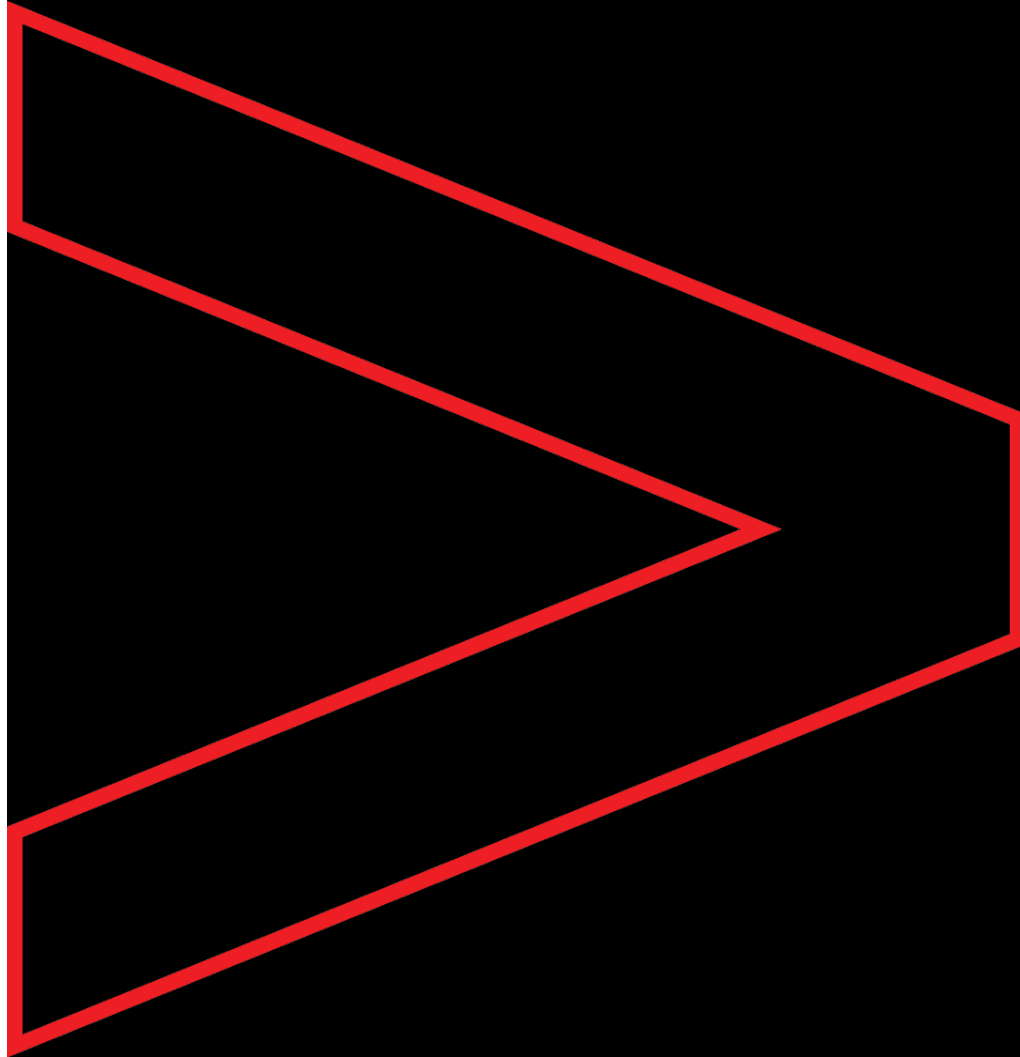


accenturestrategy



MULTISPEED TALENT

Strategy | Consulting | Digital | Technology | Operations

Many companies are now running multi-speed operating models. But one-size-fits-all, inflexible talent strategies might be weakening business outcomes — and stifling growth.

Our analysis finds that workers favor more nimble digital disrupters. But with a multi-speed talent strategy, any company — from large, incumbent enterprises to digital-born disrupters — can tailor its approach to the unique needs of different groups and workforces.

To build the future workforce, HR needs to put new thinking into action. So how do you develop a multi-speed talent strategy?

- **Apply a multi-speed mindset across the employee lifecycle.** An agile strategy can deliver parts of the lifecycle tailored to different workforces.
- **Make sure your HR organization has a scalable and personalizable IT infrastructure.** With digital advances, HR can now leverage a common IT platform to create modularized solutions, then scale each part as needed to address each critical workforce.
- **Plan and operate from the vantage point of the employee experience.** That means creating relevant and distinctive experiences across the employee lifecycle.

Learn more about how to create agile talent strategies with our full report:

MULTI SPEED TALENT

Copyright©2017 Accenture
All rights reserved.

Accenture, its logo, and High
Performance Delivered are
trademarks of Accenture.