

Talent Connect Summit

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How Are You Future-Proofing Talent Strategy in a Time of Constant Disruption??

Candidate expectations are shifting and hiring timelines keep getting tighter. Leaders can't afford to stick to old planning methods anymore. Let's dig into what's actually working and what's standing in the way of building teams ready for the future.



SPEAKER

Niki Rose

Workforce Experience & Capability Executive



SPEAKER

Simon Bradberry

Vice President, International Markets | Allegis Global Solutions

Organizations can future-proof their talent strategies by shifting from reactive to predictive recruitment that starts with the work to be done and uses tools like Success Profiles. They can also 'create oxygen' for big technology shifts by unlocking resources and momentum from quick-win cycles.

Key Takeaways:

- Find the area in your org that is craving innovation most and grow from there. If people don't use the technology, they can't get the value!
- Have an ambition, but break down delivery into incremental steps which help create oxygen (funding) for the next step in the change journey
- View 'talent' as a blend of human and digital (agentic AI) capabilities. To do that when hiring, start with the work, not a job specification - you can use Success Profiles instead.

Practical Tips & Actions:

- Create oxygen for improvements with cost-saving wins such as automating interview scheduling
- Enable deconstruction of some roles to enable AI to simplify and automate elements of roles
- Testing for skills is more valuable than using AI tools to assign 'implied' skills