Talent Connect Summit Recap:
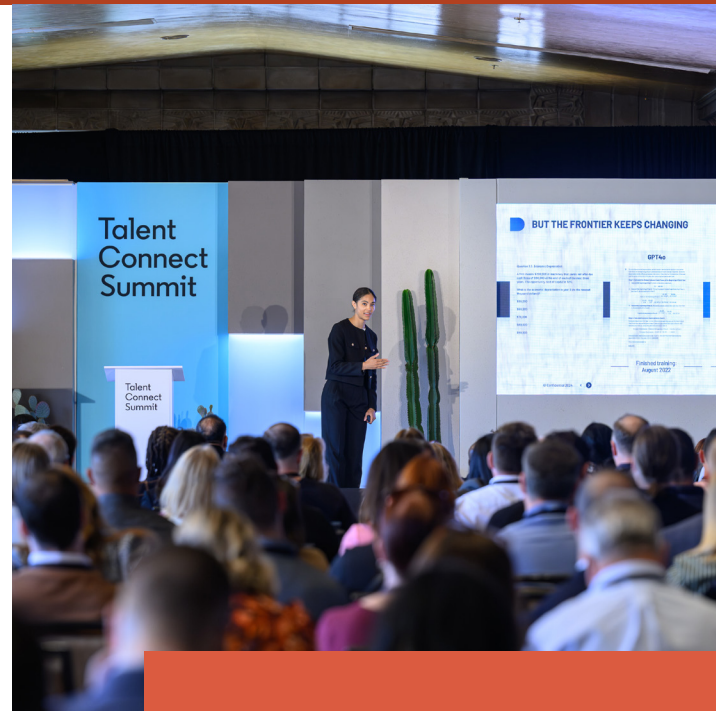
Key Insights & Takeaways from Thought Leaders

Linkedin

Talent Connect Summit 2024
united global talent leaders to explore Where Possibility Works.
Business executives and industry experts discussed the ongoing
transformation in the world of work, emphasizing that the future is now.
The Summit offered a space to connect, learn, and innovate new
ways to empower teams in the AI era.

From leveraging AI in recruitment and learning to implementing skills-based frameworks, discussions highlighted the urgent need for innovation, adaptability, and a focus on people-centered practices. Talent leaders walked away with strategies to strengthen their organizations and align to long-term business goals.

In an era marked by transformation, a clear takeaway emerged: the importance of an adaptable, people-first approach as organizations weave AI into new processes. By combining technological innovation with a commitment to supporting employees, talent leaders are positioned to shape a workforce that not only adapts to change but thrives within it.

Contents:

" We are navigating really complex situations that people are bringing to the workplace. There are strategies we can put on top of them, but the foundation is human. Invite people to be who they are and give space for different lived experiences. Start with compassion and care. "

Michele Bousquet,
Chief People Officer, Strava

Embracing an Agentic Future

We believe that every professional can benefit from AI helping them connect to opportunity, work better or learn something new. As we develop agent-like experiences across LinkedIn, we're leveraging our unique insights from 1B professionals, 68M companies, and 41K skills, and pairing them with AI to help them better accomplish what they're trying to do on LinkedIn.

When it comes to our first AI agent, Hiring Assistant, recruiters are always in the driver's seat, giving the agent directions so it can learn preferences and make interactions more personalized to how you, the recruiter, work. For our customers, this means an assistant that can take on time-consuming tasks like finding candidates and quickly surfacing applicants that might be a good fit for your roles.

1B
Professionals

68M
Companies

41K
Skills

" *I think that there is a shared intuition about what an agentic future looks like. It's almost this idea that there is a set of things I do as a professional, and AI acts as a companion to help me do those things better.* "

Allen Blue,
LinkedIn Co-Founder and Vice President, Product Management

Navigating Change:
Talent Leadership in a New Era

Talent leaders are navigating a transformed landscape where AI integration, people-first practices, and agility are crucial for success.

As the talent landscape shifts, leaders face an unprecedented opportunity to empower their teams through innovation and adaptability. The rise of AI and other transformative technologies calls for people-centered strategies that promote growth, flexibility, and alignment with broader company goals.

Meeting these challenges requires a renewed focus on agility and cross-functional partnerships. By collaborating closely with internal stakeholders, talent leaders can drive change, create supportive environments for employees, and ensure their organizations stay resilient in an ever-evolving market. This people-first approach, coupled with a commitment to innovation, equips talent leaders to anticipate and meet the diverse needs of today's workforce.
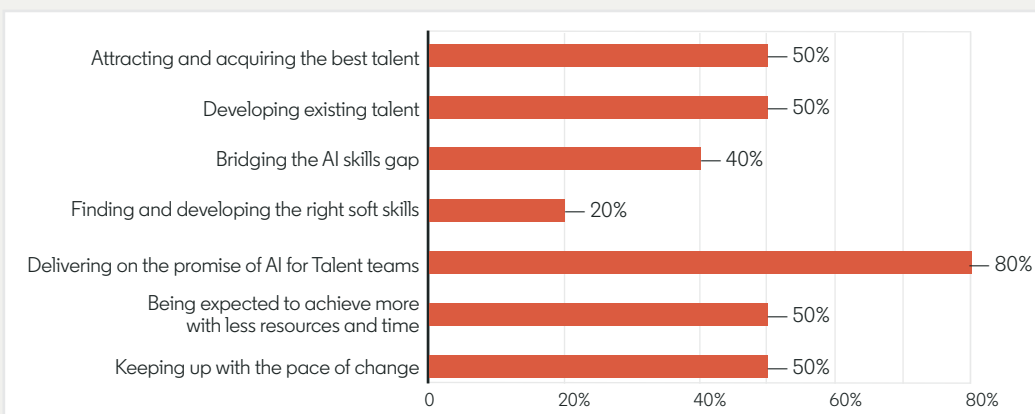
" We are living in a labor market that was built to be broken. "

Aneesh Raman,
Chief Economic Opportunity Officer, LinkedIn

We asked a group of leading industry experts who attended Talent Connect what they thought the biggest challenges facing Talent and Recruitment leaders in 2025 will be. Here's what they said:

Challenge	Percentage
Attracting and acquiring the best talent	50%
Developing existing talent	50%
Bridging the AI skills gap	40%
Finding and developing the right soft skills	20%
Delivering on the promise of AI for Talent teams	80%
Being expected to achieve more with less resources and time	50%
Keeping up with the pace of change	50%

Methodology:

Responses sourced from a survey of Talent Connect attendees and leading industry influencer voices conducted in October 2024

AI-Driven Learning & Development

AI enables personalized learning paths that align with both individual goals and organizational priorities, boosting employee satisfaction and effectiveness.

AI-driven learning and development (L&D) redefines traditional training, creating tailored, meaningful learning paths that align with employees' unique skills, interests, and organizational needs. By analyzing individual and business objectives, AI customizes development journeys that are both personally rewarding and strategically impactful, ensuring employees build skills that meet evolving business demands. For talent leaders, this shift involves implementing AI solutions that go beyond mere support, positioning these tools as enablers of proactive, self-directed career growth.

Personalized, AI-powered L&D tools, like LinkedIn Learning with AI, foster a culture of continuous development, empowering employees to expand their skill sets and make stronger contributions to the organization. For talent leaders, integrating AI into L&D is a transformative step toward cultivating an engaged, future-ready workforce that thrives in the face of new challenges

Tactical Guidance:

Encourage experimentation with AI-powered tools: Set aside time for employees to explore and familiarize themselves with these tools. A hands-on approach helps employees build confidence and discover how AI can support their growth by creating spaces for people to connect, socialize, and ask questions together.

- In her Mainstage keynote at Talent Connect Summit, Jennifer Shappley announced the launch of three Microsoft AI Professional Certificates (free through 12/31/24) and more unlocked AI content, including agentic AI courses.

Implement targeted L&D programs with AI: Use AI to develop personalized learning programs, such as role-specific skill development, leadership training, and upskilling for future positions, ensuring each learning path aligns with organizational priorities. Learning programs can also focus on AI education, showing employees how to maximize the value of intelligent tools.

- You can learn more about LinkedIn Learning with AI here or check out the Mainstage product announcements from Talent Connect Summit.

> " Work fundamentally must be the place to learn. This is vital to organizational culture. There is fear around AI, but if we build the security that your organization has your back and is the place to learn these tools, teams will learn to evolve alongside them. "

Sinead Bovell,
WAYE Founder and Futurist

> " We have to be thinking and advocating for ways people can upskill, because we can't afford to leave so many people behind in this transition. "

Karin Kimbrough,
Chief Economist, LinkedIn

Integrating AI in Talent Acquisition

Leveraging AI in talent acquisition enables TA teams to uncover valuable insights into candidate trends and skills resulting in stronger, long-term hires.

Incorporating AI into talent acquisition can transform recruitment processes, enhancing both efficiency and candidate engagement. By automating time-consuming tasks like resume screening, interview scheduling, and initial outreach, AI empowers TA teams and recruiters to shift their focus from administration to what they love most, relationship-building. This approach not only improves efficiency but also maintains a human-centered hiring process, where AI supports TA professionals in identifying the best talent and creating a positive candidate experience.

AI's role in talent acquisition is to assist, not replace, the human element in hiring. AI can help TA professionals spot market trends, analyze data, and make stronger recommendations. It also enables TA teams to invest more time in understanding candidates' aspirations, cultural alignment, and potential fit within the organization, resulting in hires that are both high-quality and well-suited for long-term success.

Expert Advice from Talent Connect Speakers:

- Streamline screening and scheduling: Use AI to assist with initial resume reviews and coordinating interviews, freeing up time to focus on personal engagement with top candidates.

- Enhance candidate insights with AI: Leverage AI to analyze candidate data and generate insights on skills and experience, enabling recruiters to make more informed hiring decisions.

- Focus on human touchpoints: With AI helping with administrative tasks, recruiters have more time for deeper candidate interactions, from personalized communications to detailed interview discussions, to foster meaningful connections.

Learn more about LinkedIn's 2025 Hiring Release here or by reviewing the recording of our Mainstage product announcements at Talent Connect Summit.

> " *AI will open doors for those who learn its language.* "

Allie K. Miller,
Fortune 500 AI Advisor

Skills- Based Approach to Talent Development

Skills-based hiring creates a more adaptable, diverse talent pool and builds resilient teams that can respond swiftly to evolving business needs.

A skills-based approach to talent acquisition and development shifts the focus to the abilities that matter most for success beyond traditional job titles and credentials. Core competencies like adaptability, courage, communication, and resilience become the foundation for finding and developing the best talent. By prioritizing specific competencies over roles, talent leaders can access a wider, more diverse candidate pool that brings a variety of perspectives and experiences to the organization. This adaptability not only enhances diversity but also supports internal mobility, allowing employees to shift roles and responsibilities as needs evolve.

Skills-based hiring fosters organizational resilience by equipping teams to navigate change and adapt to new challenges. When aligned with strategic goals, this approach builds future-ready teams ready to thrive in a fast-paced, dynamic environment and drive innovation. Integrating AI into this framework ensures these competencies are applied effectively across the talent lifecycle, enhancing mobility and supporting continuous development.

> " If you have a database of 20,000 skills, that's not worth anything; the only thing that really matters to you is the business capabilities that use those skills to drive competitive advantage for your company. "

Josh Bersin,
Founder and CEO, The Josh Bersin Company

Fostering a People-First Culture

Embedding flexibility and inclusivity within corporate culture enhances employee wellbeing, drives engagement, and strengthens the employer brand.

Creating a people-first culture requires a strong commitment to diversity, equity, and inclusion (DEI) as core elements of the workplace. Talent leaders play a key role in promoting DEI by building a culture that values every employee's unique background, experiences, skills, and contributions. By embedding DEI into policies, practices, and team dynamics, organizations foster an environment where all employees feel respected, valued, and empowered to bring their full selves to work.

A focus on DEI supports a more engaged workforce, where wellbeing and inclusivity are prioritized, especially as we move further into the relationship economy. Inclusive cultures drive innovation by encouraging diverse perspectives, which enhance problem-solving and inspire fresh ideas. Additionally, a commitment to DEI strengthens the employer brand, positioning the organization as an attractive workplace for diverse talent. By creating a flexible, inclusive environment, talent leaders can enhance employee satisfaction, promote long-term engagement, and build resilient teams ready to navigate future challenges.

Tactical Guidance:

- Integrate flexibility into work policies: Offer adaptable work arrangements, such as remote options or flexible hours, to accommodate diverse needs and promote a balanced work-life environment.

- Promote DEI-centered practices across teams: Provide training on cultural sensitivity, unconscious bias, and inclusive leadership, empowering team leaders to create welcoming spaces that value diverse perspectives and contributions.

- Support Employee Resource Groups (ERGs) and their leaders: Recognize ERG leaders for their contributions and provide resources for ERG events that foster inclusivity and a sense of belonging. Consider compensating ERG leaders for their leadership of these groups, which is often above and beyond the responsibilities of their role. Equal pay for equal work requires clearly written job descriptions with set task lists.

" In the talent management space, when you think about performance, development, and succession planning, that's where we set what we value. We need to bring DEI into these conversations. "

Mark Brown,
Senior Vice President, Global Talent and Inclusion, Starbucks

Actionable Steps for Corporate Talent Leaders

Use AI and data to align talent management with business goals, enhancing skills-based recruitment, internal mobility, and opportunities for current and future employees—ensuring the right people are in the right roles at the right time while keeping human motivations and trust at the center of change.

As talent leaders navigate an evolving landscape, implementing AI and data can offer significant advantages in creating a more strategic, skills-based talent framework. However, successful integration requires a strong foundation built on human motivation and trust, which are essential for maintaining employee engagement and organizational resilience. Here are actionable steps to help talent leaders integrate these technologies effectively:

1 **Align hiring with long-term growth through AI and data:** Use AI-driven analytics and data insights in hiring to ensure alignment with organizational growth goals. This approach supports a skills-based framework, helping talent leaders identify the specific competencies that drive lasting success.

2 **Leverage AI and data in internal talent acquisition and management:** Apply AI tools and data analytics to internal recruitment processes to identify talent mobility opportunities and match employees to roles based on skills and growth potential. A data-driven approach enhances internal mobility and helps talent leaders proactively manage workforce needs.

3 **Keep human motivations at the center of change:** Whenever new technology or change is introduced, emphasize the "why" behind these shifts. Acknowledge that employees are driven by purpose, a desire to grow, and a need to feel valued. By addressing these motivations and transparently communicating not only what will change but what will stay the same, talent leaders can build a foundation of trust. This approach alleviates potential anxieties and ensures that employees see the value of new tools and processes.

4 **Start with an AI pilot program in recruitment or L&D:** Begin with a focused AI pilot program to test and refine processes in recruitment or learning and development. Use this pilot to measure efficiencies, gather feedback, and make necessary adjustments before expanding AI integration across talent functions. Encourage a learning culture that embraces humility and normalizes the idea of not having all the answers immediately.

5 **Empower managers to be change champions:** Focus on fostering trust by equipping managers with coaching, clear communication, and the resources they need to support and lead their teams through change. Without managers embracing and owning these changes, even the most well-planned technology adoption initiatives risk falling short. Empowered, effective managers play a pivotal role in fostering team buy-in and ensuring seamless integration of new strategies and technologies.

> " *A learning culture is really important when you're talking about AI adoption. So there's humility with not knowing all of the answers, making mistakes, saying, 'Hey, I don't know what this is, but I'm going to go back,' and normalizing what that feels like in any given meeting. I think that's really important.* "

Teuila Hanson, ⬀
Chief People Officer, LinkedIn

Conclusion & Resources

As the talent landscape continues to evolve, embracing AI, data-driven insights, and a people-first approach equips talent leaders to drive meaningful change and build resilient, adaptable teams. By focusing on skills-based frameworks, inclusivity, and proactive talent development, talent leaders are well-positioned to shape a dynamic, future-ready workforce. Together, these strategies empower organizations to not only meet today's challenges but also thrive in the new age of AI and the ever-evolving future world of work.

To learn more about how LinkedIn can support with enhanced AI products and tools, check out the following links.

- 2025 LinkedIn Learning Product Release
- 2025 LinkedIn Hiring Product Release

Additional Resources:

- Recorded sessions from Talent Connect Summit
- LinkedIn 2024 Global Talent Trends Report
- LinkedIn Talent Blog

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