

WINNING THE WAR FOR TALENT

Two factors are driving talent scarcity on a global scale – demand is outstripping supply and changing job requirements are creating a competency gap.

WHAT ARE COMPANIES THINKING...?



Only 38% of supply chain executives are confident their people currently have the required competencies.¹



Only 44% are satisfied their people will have the required skills in 5 years' time.



46% of global companies are having trouble filling middle-level management positions.²



Companies with the strongest leadership and talent management capabilities increase revenues 2.2x faster and their profits 1.5x faster than talent laggards.³

...AND WHAT SKILLS WILL THEY LOOK FOR IN THE SUPPLY CHAIN MANAGER OF 2020?



Technical, multi-function expertise plus advanced analytical skills.



Strategic management skills plus leadership, creativity and imagination.



Global, end-to-end supply chain focus and knowledge.

WINNING THE WAR FOR TALENT REQUIRES A TWO-PRONGED APPROACH



Develop a clear, comprehensive talent strategy



Identify and define all positions within the organization to create a "talent map" to use for succession planning, recruiting and employee development.



Manage demand and supply by forecasting current and future talent demand and tracking against the current talent inventory to identify risks and gaps.



Constantly monitor for change so you can adjust strategy as your business grows.



Define and execute the strategy via three structured pillars

ATTRACT



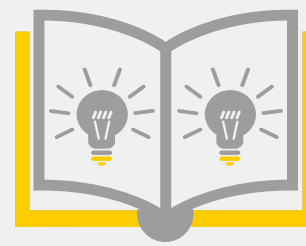
The best people by offering **engaging, rewarding** career opportunities.

RETAIN



Them by **incentivizing** them to stay in the supply chain industry.

DEVELOP



Them by **teaching the skills** they need to manage the business for growth, establishing a **knowledge transfer program**, and investing in their **learning and development**.

IT'S AN ONGOING BATTLE

Winning the war for supply chain talent is a constant battle.

It requires imagination, commitment, and strong internal and external partnerships as well as tailored talent programs.

But with demand for supply chain professionals estimated to exceed supply by a ratio of 9:1 the effort is well worth it.

¹ "Supply Chain Talent Crisis Looms" Deloitte. 2017. 1.
² DHL Supply Chain Talent Survey, 2016
³ "Leadership and Talent Management Pays Off". Boston Consulting Group. 2015