

WILL YOU BE READY FOR 2030 AND BEYOND? FUTURE-PROOFING HR FOR TALENT AND TECHNOLOGY CHANGES



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TALENT NEEDED!

WHAT DO WE REALLY MEAN WHEN WE TALK ABOUT 'TALENT'?

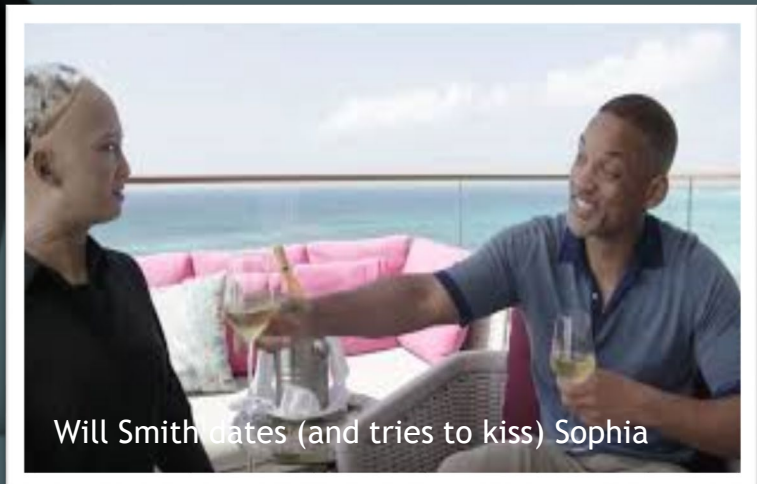
TALENT IS SOCIAL AND HIGHLY CONTEXTUAL!

WHAT DO YOU *REALLY* VALUE?

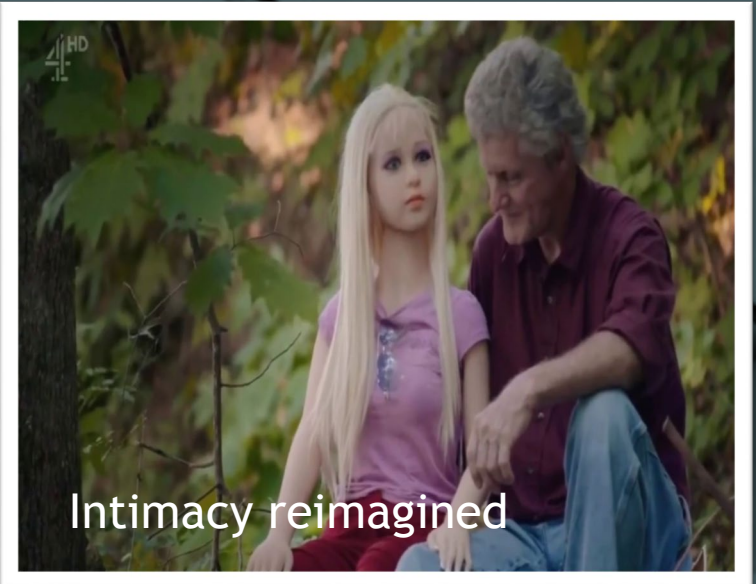
COMPARISON IN 2030 AND BEYOND

- ▶ New 'value' parameters
- ▶ We already have to consider
 - ▶ Implicit and explicit bias
 - ▶ Conscious rating distortion (Spence & Keeping 2011)
 - ▶ Preference for subjective rather than technologically-mediated evaluations (Wiblen, Dery and Grant 2012; Wiblen 2016).
 - ▶ High performer/ Outlier influence



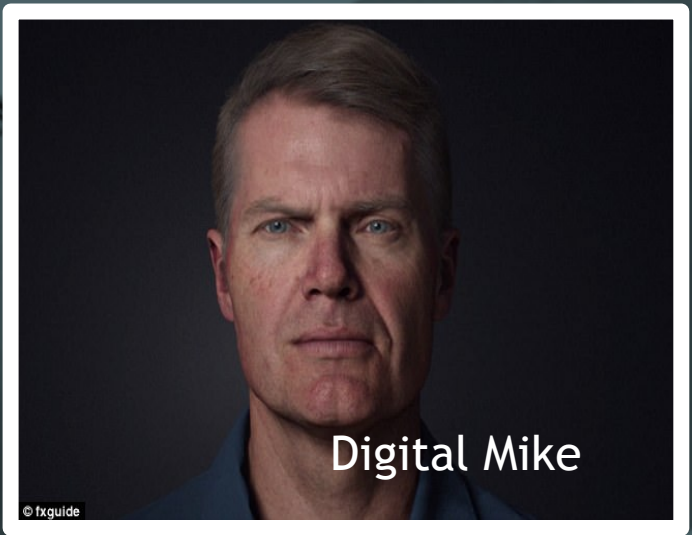


Will Smith dates (and tries to kiss) Sophia

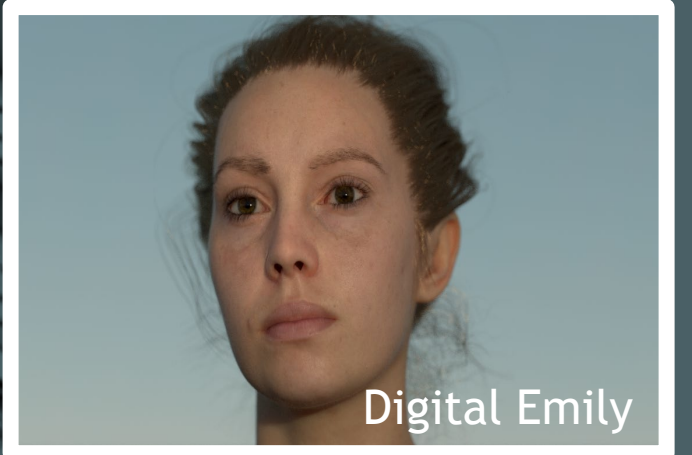


Intimacy reimagined

WHEN ROBOTS BECOME HUMAN (LIKE)



Digital Mike



Digital Emily