



Talent Intelligence: Your Strategic Compass

From reactive firefighting to predictive foresight in the age of AI and workforce complexity

The Workforce Is Already Signaling the Future



Back in 2023, we focused on agility and innovation. In 2025, the landscape has shifted to AI, wellbeing, performance, and agility - but none can be solved in isolation.

Workforce Complexity

Multiple generations with different expectations. Skills going untapped - veterans, career shifters, underrepresented groups. New skills rising while others fade away.

63%

CEOs say skills shortages are #1 growth
risk

70%

HR leaders lack predictive workforce
analytics

”

Do we have the skills, the agility, and the resilience to deliver our strategy?

— The Question Every CEO Will Ask

Not with headcount. Not with attrition data. But with a real view of workforce capabilities, hidden agility, and multigenerational resilience.

Every theme you'll hear this week depends on answering this question.

Why Listen to Me? From Geology to Talent Intelligence

Geologist

17 years ago, my job was to dig beneath the surface -
uncovering hidden layers others couldn't see



TA Leader

Led Talent functions in complex global environments,
turning scattered data into strategic foresight

TI Builder

Built intelligence capabilities that uncovered hidden skills,
risks, and opportunities across generations



Strategy Consultant & Speaker

Consulting how Talent Intelligence helps companies see
the whole workforce landscape - not just the surface

Who am I? -- Fun Fact

Amazon founder and I
have the same
birthdate, so one year I
dressed as him for
Halloween.



The Foundation Pillars of Intelligence

Market Intelligence

External landscape insights

- Competitor workforce analysis
- Industry trend monitoring
- Labor market dynamics

Business Intelligence

Financial & operational data

- Performance metrics
- Revenue forecasting
- Cost optimization

People Analytics

Workforce behavior patterns

- Engagement drivers
- Attrition predictors
- Productivity indicators

Talent Intelligence

The strategic connector

- Skills gap forecasting
- Talent supply mapping
- Internal capability activation

TALENT INTELLIGENCE AT SCALE



The Talent Intelligence Ladder: Your Evolution Path

Strategic

Top rung: Foresight influencing board-level decisions on expansions, M&A, and workforce strategy

Embedded

Third rung: Analysts alongside HRBPs, planning for generational needs and underutilized pools

Centralized

Second rung: Scale-ups building a hub to bring labor and workforce data together

Ad-hoc

Bottom rung: Small organizations doing one-off reports - starting the journey



Case Study: From Chaos to Compass



Scrappy

Leaders asked: Where to expand? What skills needed? Sourcing pipeline projects, reactive research, fragmented data everywhere



Centralize

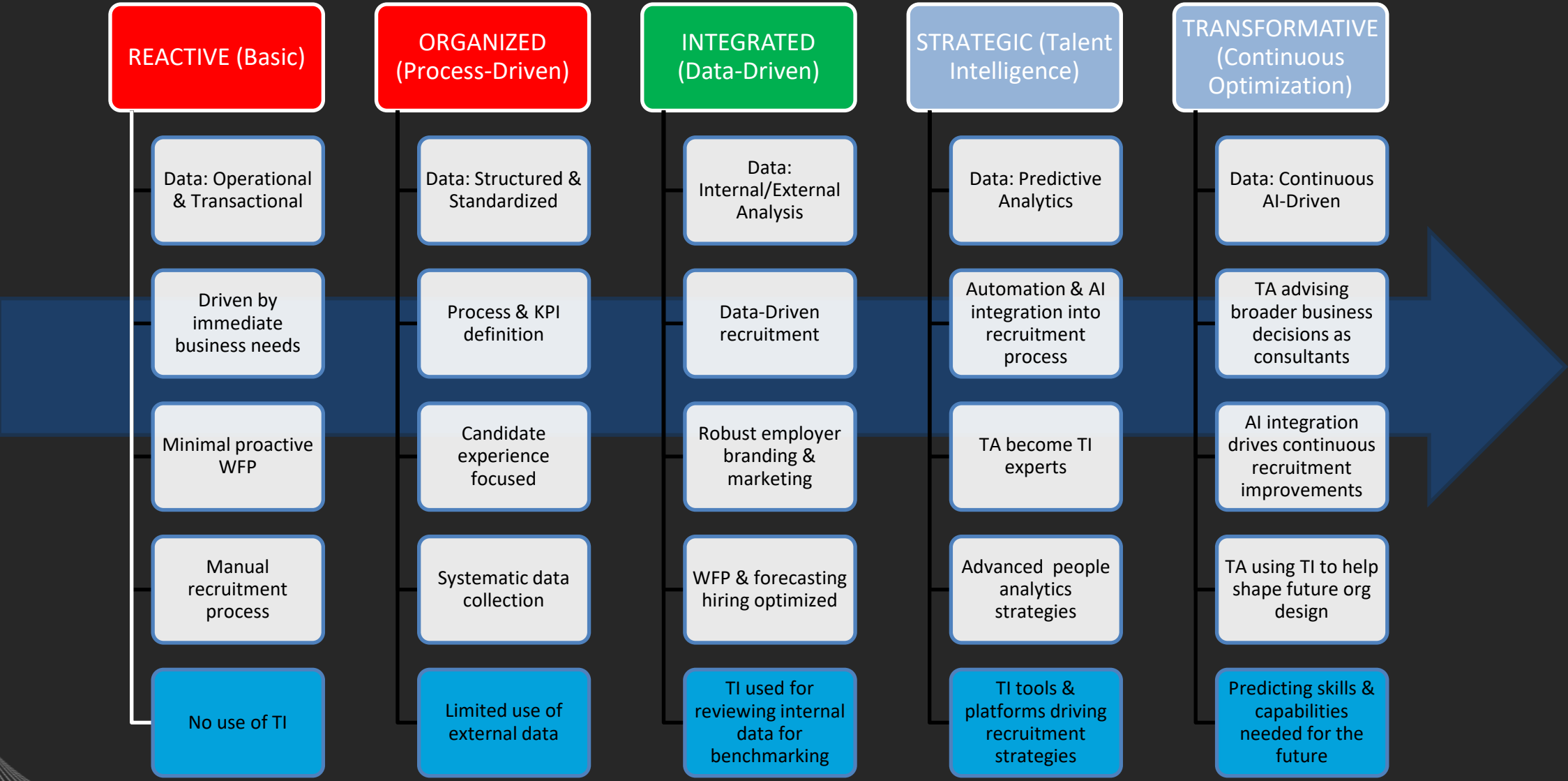
Standardized processes & TA enablement, built governance, embedded intelligence into strategy conversations



Strategic

Systemic bottlenecks anticipated, workforce investments optimized, and HR/TA repositioned as a predictive strategic business partner.

Case Study: Talent Intelligence Maturity Model



Case Study: Three Pillars of Impact

\$M

Cost Avoidance



Agility Gains



Credibility Earned

Cost Avoidance

One wrong location bet or unaddressed attrition wave costs millions

- Predictive TI prevents costly missteps
- Avoid expensive reactive hiring
- Reduce turnover through foresight

Agility Gains

Redeploy underutilized talent instead of rehiring

- Veterans, career shifters, cross-generational mobility
- Save time and money vs external hiring
- Build internal capability faster

Credibility Earned

HR shows up with predictive foresight, not past reports

- Influence at strategy table
- Board-level workforce decisions
- Strategic partner reputation

Consultative HR in Action: Your New Role



Forecasting skill gaps before they derail growth

Workforce Planning

- Predict skill shortages 6-12 months ahead
- Align talent strategy with business expansion
- Model multiple workforce scenarios



Advising on expansion based on supply, cost, and competitor moves

Location Strategy

- Analyze labor supply by geography
- Compare cost and competition factors
- Recommend optimal expansion locations



Uncovering overlooked talent pools and modeling attrition risk

DEI & Risk

- Surface veterans, underrepresented groups
- Model attrition risk proactively
- Redeploy hidden skills effectively

AI & The Vendor Noise: Cutting Through Chaos

The Reality of 2025

Dashboards. Vendors. AI platforms. Everyone promises answers. But without intelligence, AI is just noise.



Right Questions

Which skills are becoming critical?
Where do we find them? How do we
redeploy what we have?



Intelligence First

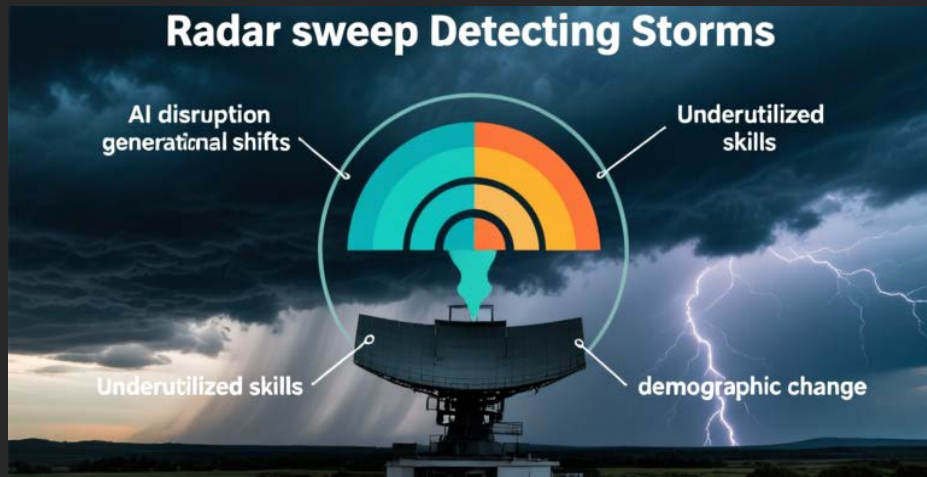
Talent Intelligence asks the right
questions before AI provides the
patterns



Strategic Fuel

With intelligence, AI becomes fuel for
predictive strategy, not just more
dashboards

Unlocking Organizational Impact: Your Radar



Without Radar

Leaders fly blind, making decisions without foresight, reacting to problems after they hit

Think of Talent Intelligence as your radar. The storms ahead are real: AI disruption, demographic shifts, multiple generations, untapped skills sitting idle.

Cost

Avoided through predictive intelligence

Agility

Gained through foresight

”

What decisions are your leaders making blind?

— The Challenge to Take Forward

Take this question into every session this week. Whether it's AI, wellbeing, performance, or DEI - ask: Are we making decisions with intelligence, or without it? If the answer is 'without,' then your opportunity is clear: build the radar.

From Zero to Strategic: Your Implementation Roadmap

Zero to Strategic Framework

Transform scattered data into workforce insights that drive business decisions and build strategic credibility

Phase 1: Foundation

- Standardize data collection and governance
- Build basic supply-demand models
- Establish research methodology and classifications

Phase 2: Centralization

- Create dedicated TI team and hub
- Develop insight-based KPIs
- Implement SLA-driven delivery model

Phase 3: Embedded

Integrate analysts with HRBPs for consultative partnerships

Phase 4: Strategic

Influence board-level decisions with predictive foresight

Success Metrics

Revenue impact, risk mitigation, strategic credibility

Consultative HR in Action: Becoming True Business Partners

Analytics & Intelligence

Transform from reactive reporting to proactive consulting

- Use storytelling to translate data into business impact
- Present insights that anticipate business needs
- Build credibility through accurate forecasting

Strategic Partnership

Position HR as essential to business strategy

- Advise on expansion based on talent supply analysis
- Recommend workforce strategies that drive agility
- Influence decisions with predictive workforce insights

Unlocking Organizational Impact: Your Credibility Framework



Agility Through Insights

Drive Agility

Use talent insights to enable rapid workforce adaptation

- Redeploy underutilized talent faster than rehiring
- Anticipate skill gaps before they impact business
- Enable strategic workforce pivots



Influence Decisions

Influence Decisions

Provide data-driven insights that shape business strategy

- Advise on location strategy with labor market data
- Recommend M&A workforce integration plans
- Guide expansion timing based on talent availability



Build Credibility

Build Credibility

Establish HR as strategic business partner through intelligence

- Show up with predictive foresight, not reactive reports
- Demonstrate ROI of workforce decisions
- Earn seat at strategy table with actionable insights

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Curiosity has always been my compass, and discomfort my guide.

— *Your Call to Action*

The future of HR is intelligence-driven and skills-based. When you leave here, take one action: ask the uncomfortable questions about the skills you have, the ones you're missing, and the ones becoming obsolete. That's how HR moves from reactive firefighting to predictive foresight.



THANK YOU!
ANY QUESTIONS?