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strategic
human resources
consultancy

Wettstreit um Talente bzw. Talentkriege

Asure Günü, IEL-Verein Nürnberg
11.06.2016



Herzliche Grüße aus der Türkei...

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Wer bin ich?

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İstanbul (Erkek) Lisesi (1990-1998)



Ebru Meriç Akgül
(1979 - ?)

Mein Werdegang

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Ebru Meriç Akgül
(1979 - ?)



Istanbul Erkek Lisesi (1990-1998)



BSc. ITU Wirtschaftsingenieurwesen
(1998-2003)



MSc. BOUN Wirtschaftsingenieurwesen
(2003-2006)



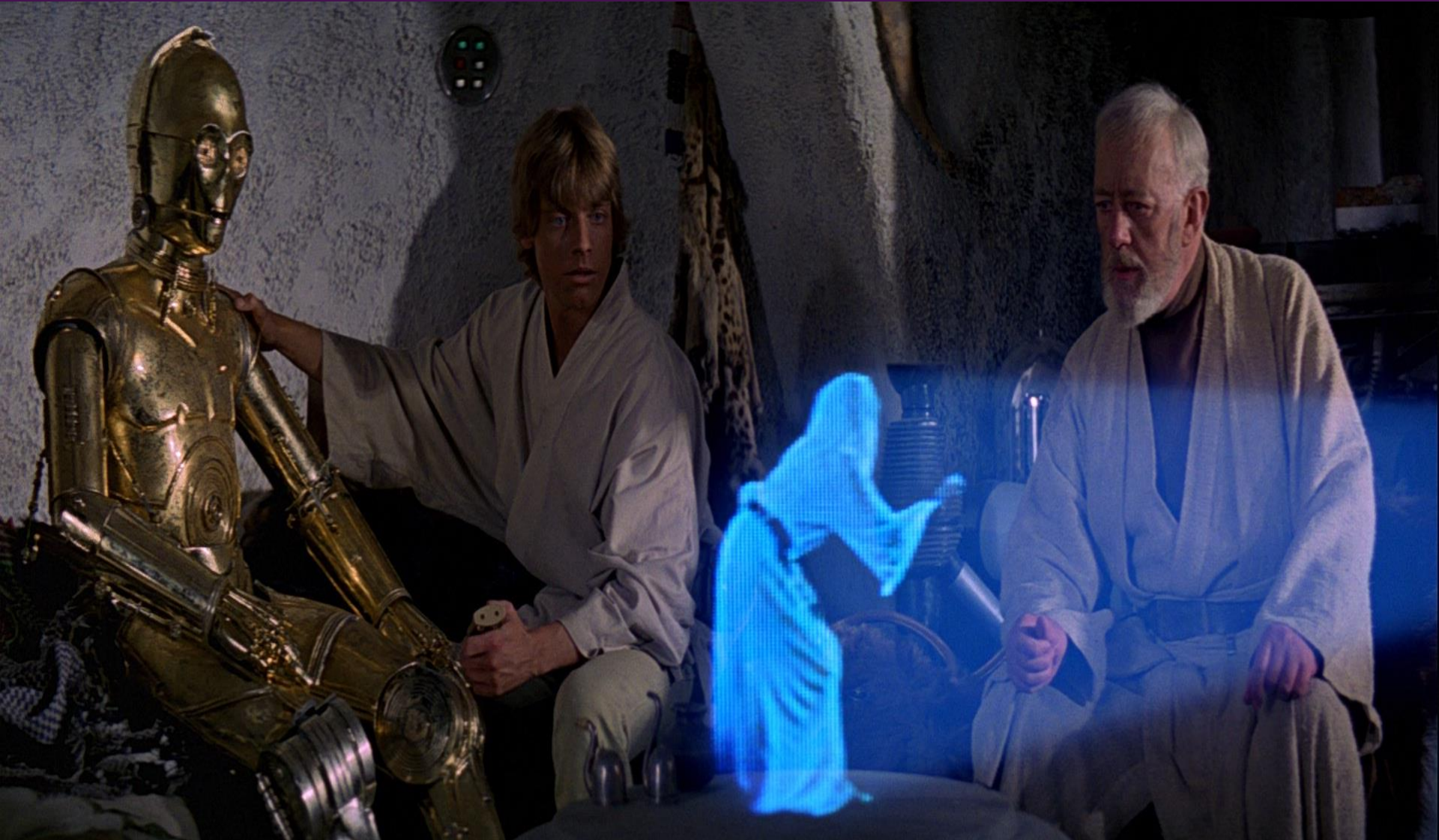
Industrielle SW Entwicklung (2003-2007)



PM, HR & Strategische Planung (2007-2012)



Karriereberatung in der IT (2012- ?)





Die Zukunft der Vergangenheit ist die heutige Realität

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holoportation

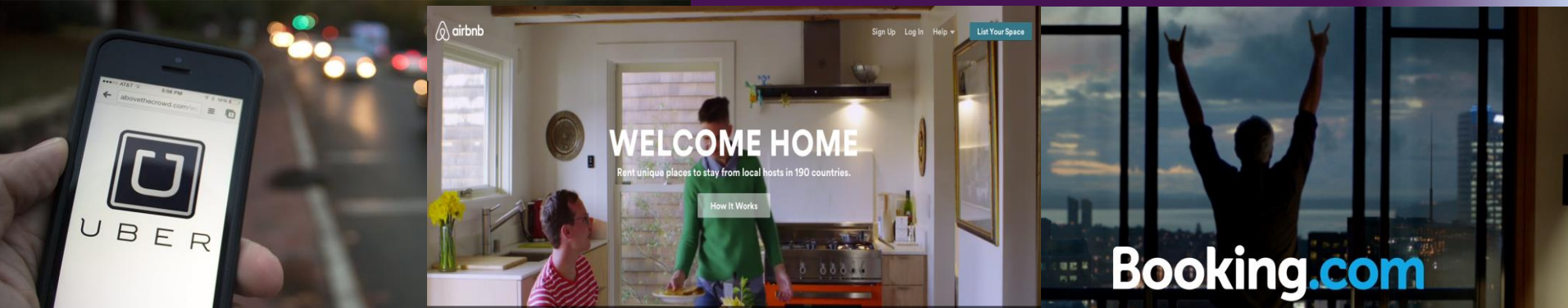
<http://research.microsoft.com/holoportation>

Interactive 3D Technologies

<http://research.microsoft.com/groups/i3d>

Microsoft Research





Ohne Technologie ist fast kein Arbeitsbereich bzw. Sektor mehr möglich!

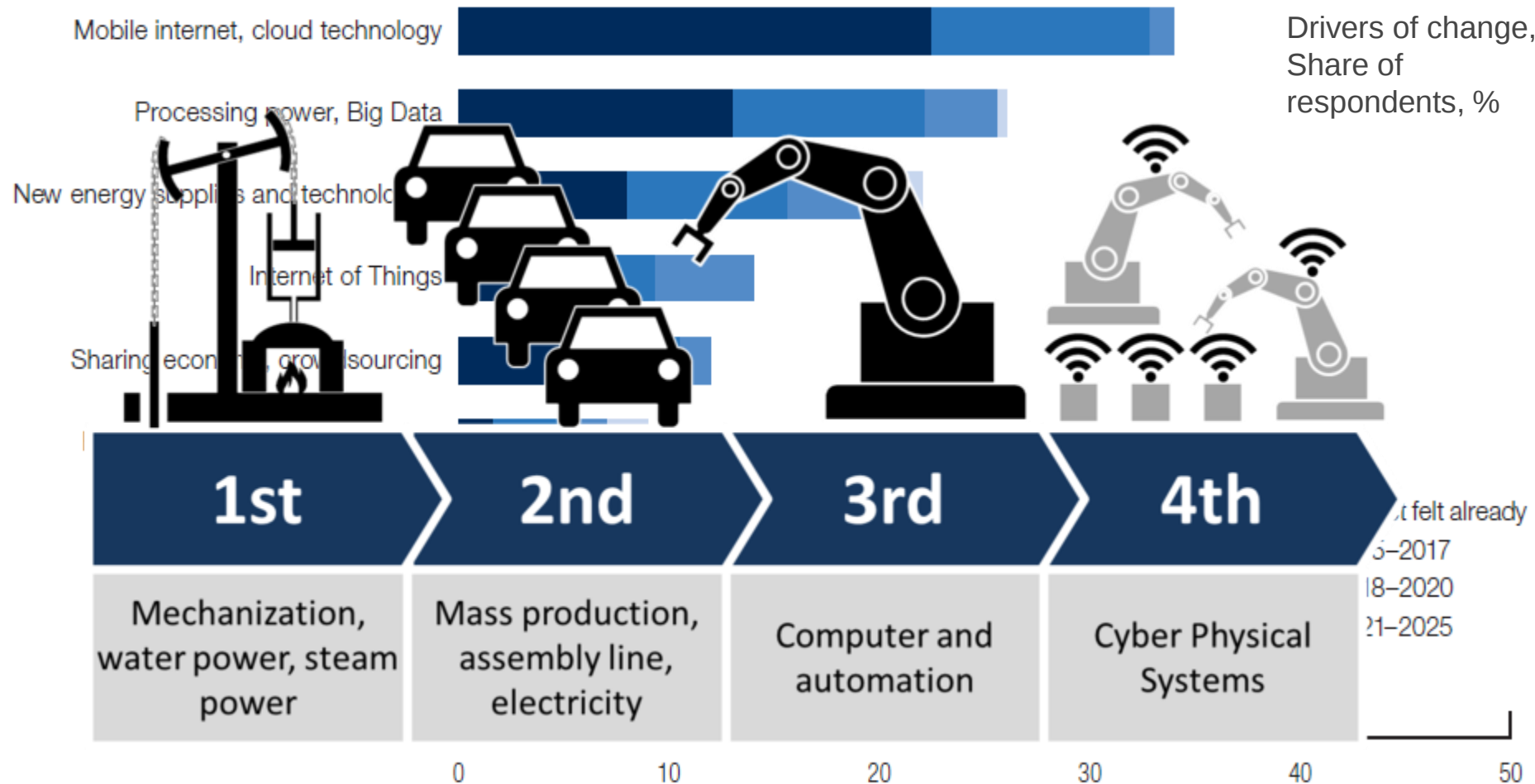


coursera

NETFLIX

Industrie 4.0 und Berufe der Zukunft

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Source: Future of Jobs Survey, World Economic Forum.

Note: Names of drivers have been abbreviated to ensure legibility.

GLOBAL: % HAVING DIFFICULTY FILLING JOBS



FIGURE 1

Quelle: Manpower Talent Shortage Survey 2015

GLOBAL WORKFORCE CRISIS

		Labor shortage/surplus in 2020	Labor shortage/surplus in 2030
EUROPE	FRANCE	6%	-1%
	GERMANY	-4%	-23%
	ITALY	8%	-4%
	SPAIN	17%	-3%
	UK	6%	-1%
	RUSSIA	-5%	-24%
AMERICAS	BRAZIL	-7%	-33%
	CANADA	3%	-11%
	MEXICO	6%	-8%
	USA	10%	4%
ASIA-PACIFIC	CHINA	7%	-3%
	INDIA	6%	1%
	INDONESIA	5%	0%
	JAPAN	3%	-2%
	SOUTH KOREA	-6%	-26%

Arbeitskräftemangel in 2030

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EXHIBIT 6 | Labor Shortages and Surpluses Are Projected Worldwide

		Labor shortage or surplus in 2020 (percentage of labor supply)		Labor shortage or surplus in 2030 (percentage of labor supply)	
		Scenario 1 (10-year growth rate)	Scenario 2 (20-year growth rate)	Scenario 1 (10-year growth rate)	Scenario 2 (20-year growth rate)
Europe	France	8	6	5	-1
	Germany	-6	-4	-27	-23
	Italy	8	8	-4	-4
	Netherlands	14	10	5	-7
	Poland	-1	5	-24	-10
	Spain	24	17	16	-3
	Sweden	7	9	4	8
	Switzerland	-9	-5	-19	-10
	United Kingdom	8	6	3	-1
Americas	Argentina	3	24	-23	30
	Brazil	-7	-7	-34	-33
	Canada	5	3	-6	-11
	Mexico	10	6	4	-8
	United States	13	10	11	4
Asia-Pacific	Australia	-3	-2	-18	-16
	China	9	7	3	-3
	India	8	6	4	1
	Indonesia	3	5	-3	0
	Japan	3	3	-2	-2
	Russia	-5	11	-24	15
	Saudi Arabia	16	30	-19	20
	South Korea	-2	-6	-16	-26
	Turkey	7	8	0	4
Africa	Egypt	7	9	-5	0
	South Africa	30	36	26	39

Surplus
De facto shortage (surplus of 0%–5%)
Shortage

Quelle: Boston Consulting, The Global Workforce Crises Report, 2014

Arbeitsstellen, die schwer zu besetzen sind

GERMANY

TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING

- 1 | Skilled Trades
- 2 | Management / Executive (Management / Corporate)
- 3 | Technicians
- 4 | IT Personnel
- 5 | Engineers
- 6 | Accounting & Finance Staff
- 7 | Sales Representatives
- 8 | Sales Managers
- 9 | Drivers
- 10 | Doctors & other Non-Nursing Health Professionals

TURKEY

TOP 10 JOBS EMPLOYERS ARE HAVING DIFFICULTY FILLING

- 1 | Skilled Trades
- 2 | Engineers
- 3 | Technicians
- 4 | Accounting & Finance Staff
- 5 | Sales Representatives
- 6 | Laborers
- 7 | Marketing / Public Relations / Communications Staff
- 8 | Restaurants & Hotel Staff
- 9 | Drivers
- 10 | Management / Executive (Management / Corporate)

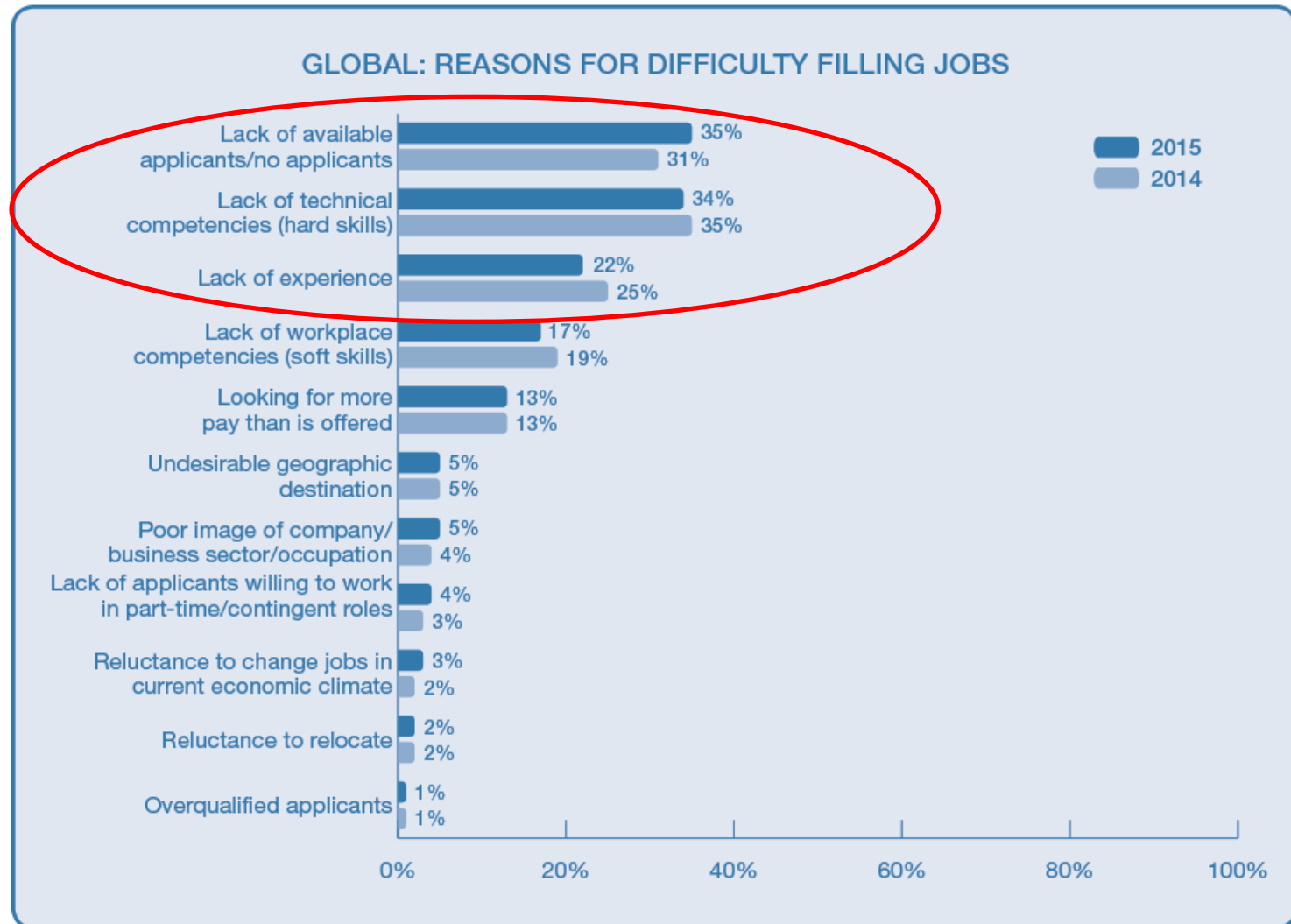
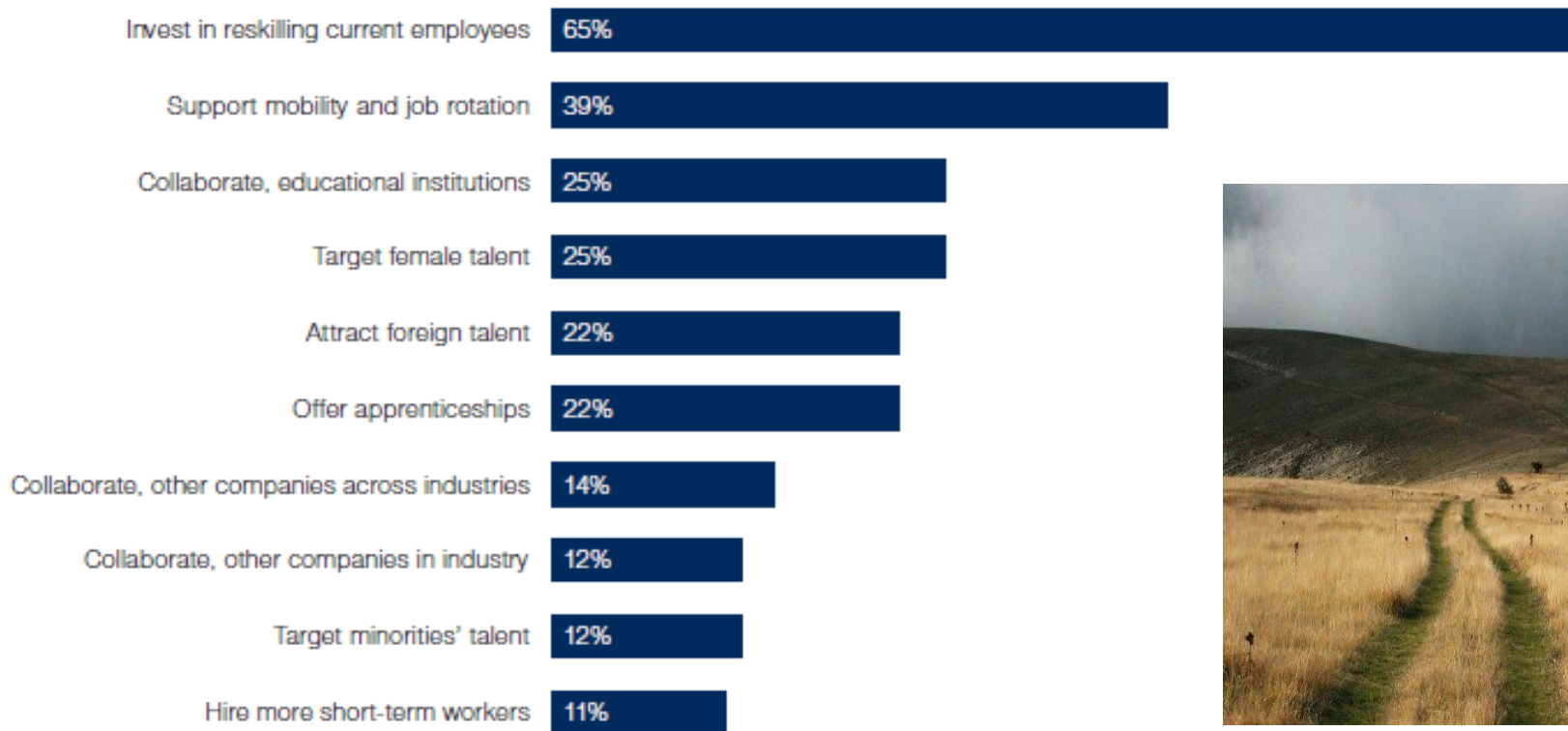


FIGURE 8



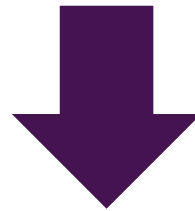
Source: Future of Jobs Survey, World Economic Forum.
Note: Names of strategies have been abbreviated to ensure legibility.

Future workforce strategies,
industries overall
Share of respondents
pursuing strategy, %

- Unternehmertum (Entrepreneurship)
- Informatik-Unterrichte in der Grundschule
- Förderung der Frauen in der IT
- “TechHire” Projekt (STE[A]M), HR Tech Platform
- Und noch weitere...



- Wachsende strategische Bedeutung der «Recruiting» Funktion
- Business-Verständnis und Schlüsselrolle im Vorstand
- Talent Management durch kreative Methoden



Headhunting



Talent Mining



Talent Mining

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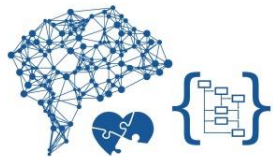
Um den Talentkreis zu gewinnen:



Top 10 skills

in 2020

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility



in 2015

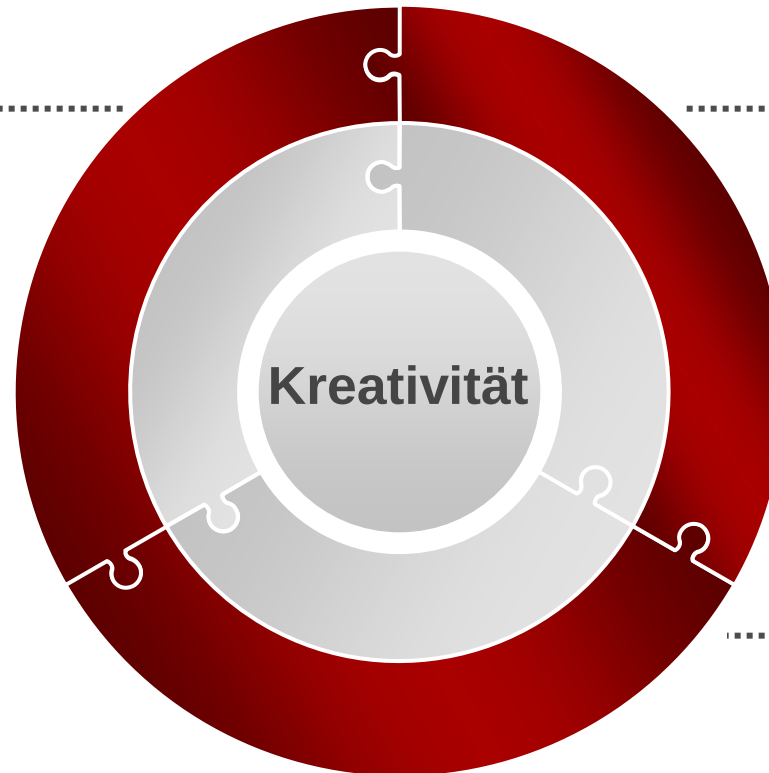
1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgment and Decision Making
9. Active Listening
10. Creativity



Source: Future of Jobs Report, World Economic Forum

Technologie

- R&D Investment
- Innovation



Talent

- Qualifizierte Arbeitskräfte
- Erwachsene mit Hochschulstudium

Toleranz

- Verschiedene Rassen, ethnische Gruppen
- Homosexuellen

Quelle: Martin Prosperity Institute, The Global Creativity Index, 2015

Der Globale Index der Kreativität 2015

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THE GLOBAL CREATIVITY INDEX					
Rank	Country	Technology	Talent	Tolerance	Global Creativity Index
1	Australia	7	1	4	0.970
2	United States	4	3	11	0.950
3	New Zealand	7	8	3	0.949
4	Canada	13	14	1	0.920
5	Denmark	10	6	13	0.917
5	Finland	5	3	20	0.917
7	Sweden	11	8	10	0.915
8	Iceland	26	2	2	0.913
9	Singapore	7	5	23	0.896
10	Netherlands	20	11	6	0.889
11	Norway	18	12	9	0.883
12	United Kingdom	15	20	5	0.881
13	Ireland	23	21	7	0.845
14	Germany	7	28	18	0.837
16	Switzerland	19	22	17	0.822
16	France	16	26	16	0.822
16	Slovenia	17	8	35	0.822
18	Belgium	28	18	14	0.817
19	Spain	31	19	12	0.811
20	Austria	12	26	32	0.788



#	Land	Technologie	Talent	Toleranz
14	Deutschland	7	28	18
88	Türkei	58	53	123

**IEL-Schüler und -Absolventen folgen nicht nur die Technologie,
sondern entwickeln sie auch
durch ihre Kreativität, ihre Intelligenz und ihren Fleiß.**

[Hier ist ein Beispiel.](#)

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PS: Alle Naturbilder in dieser Folie wurden von den sHR-Mitarbeitern gemacht..