

# Talent Management

Willem E.A.J. Scheepers MBA



‘Let’s Stick Together’



*‘You never Miss your Water  
till your Well runs Dry!’*

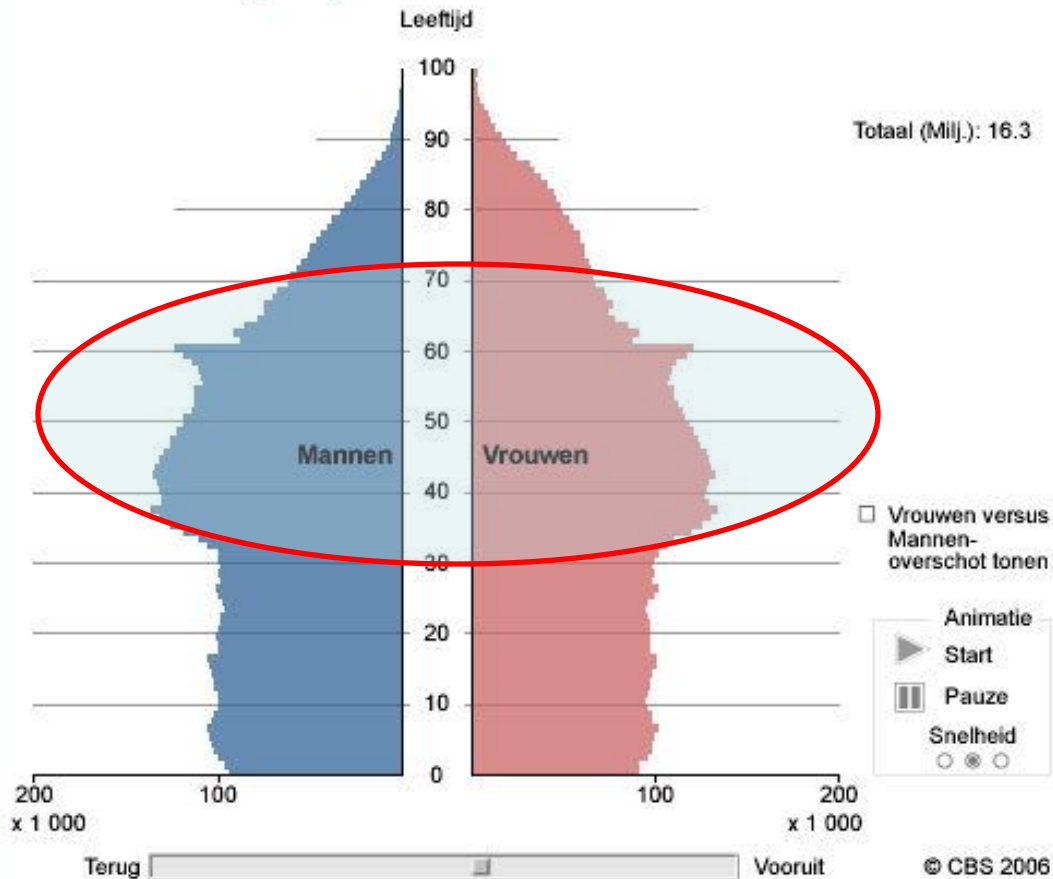


# Tekort! Verrassend?



## Bevolkingspiramide

Leeftijdsopbouw Nederland: 2006



**‘When I examine myself and my methods of thought, I come to the conclusion that the gift of fantasy has meant more to me than any talent for abstract, positive thinking.’**

Albert Einstein (1879 - 1955)



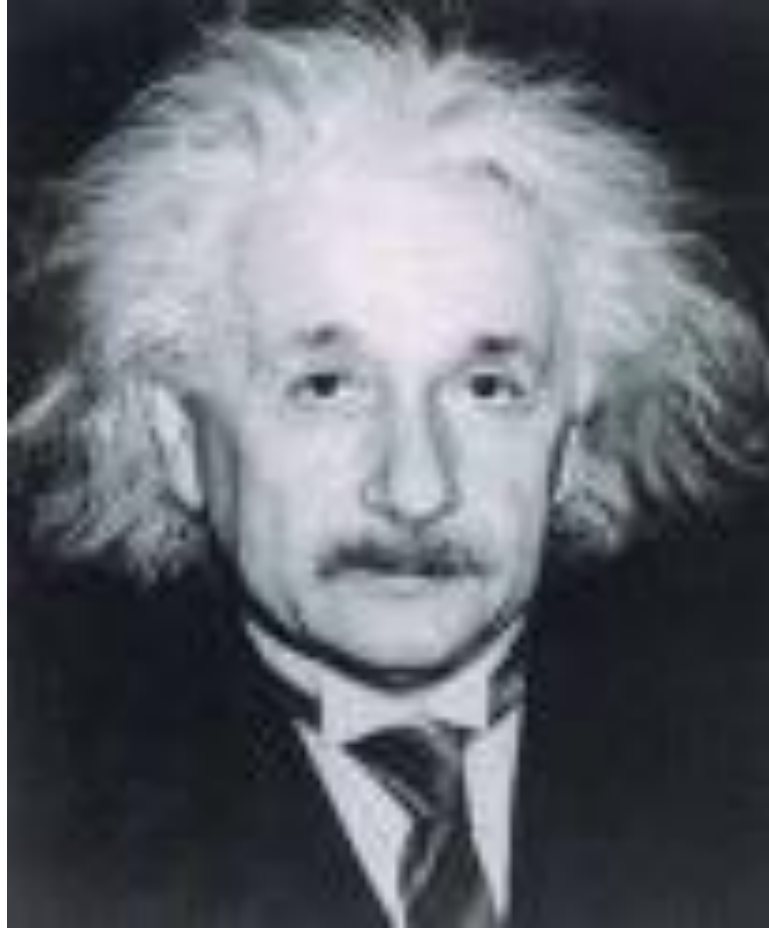


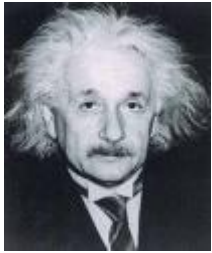
**‘We are always more anxious to be distinguished for a talent which we do not possess, than to be praised for the fifteen which we do possess.’**

Mark Twain (1835 - 1910)



# TALENT?

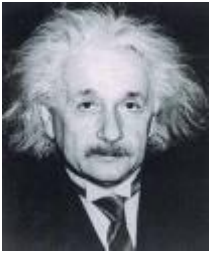




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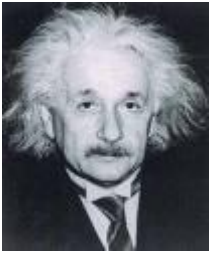


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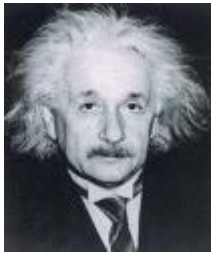




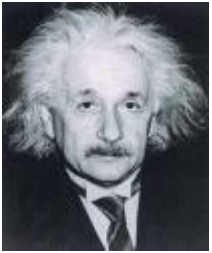
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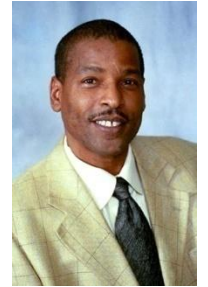
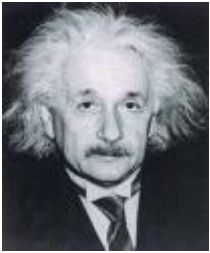
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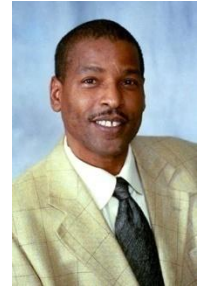
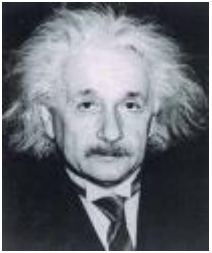
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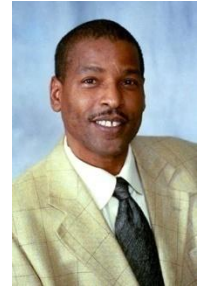
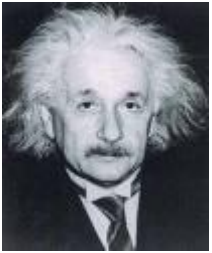
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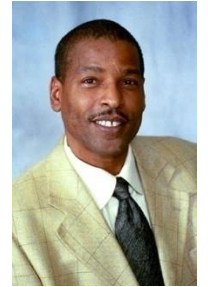
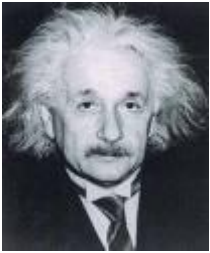
# TALENT?



# TALENT?



# TALENT?



# 'Blood, Sweat & Tears'



- **Leiderschap** (sterk Leiderschap = dé motivator)
- **Organisatie** (reputatie, waarden, cultuur)
- **Baan** (interessant, uitdagend, groei, ontwikkeling)
- **Waardering** (salaris, extra's, kansen, contacten)





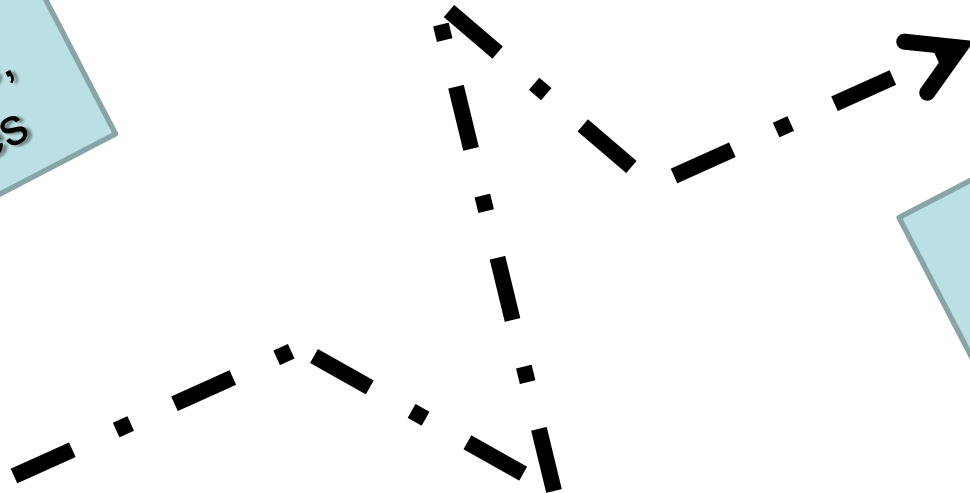
# SHRM



**2011**

Beschikbare  
Kennis, Kunde,  
Competenties

Benodigde  
Kennis, Kunde,  
Competenties



**2008**





# ‘2003 – 2008: 1/4 Managers Verdwenen’

Het FD 290308





**Zelfsturende Teams!**

‘2003 – 2008:  
1/4 Managers Verdwenen’

Het FD 290308



**Zelfsturende Teams!??**

‘2003 – 2008:  
1/4 Managers Verdwenen’



# Motiveer!

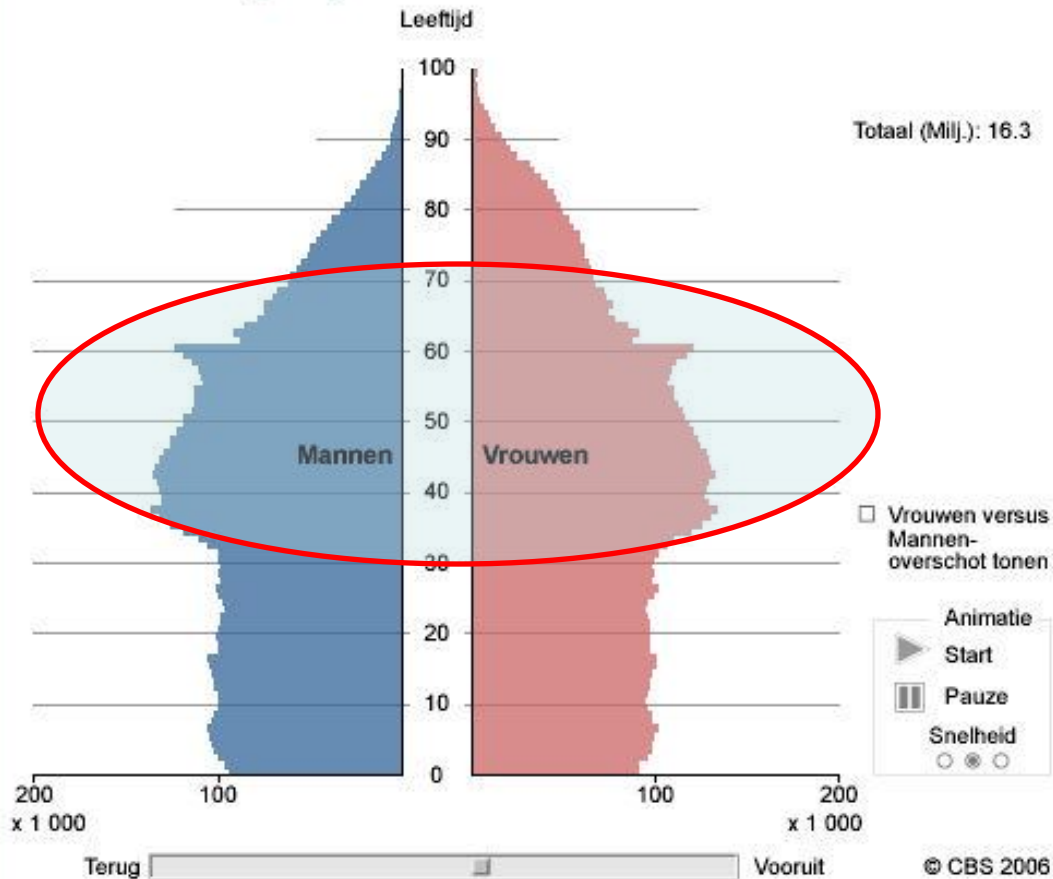


# Meer tekort! Verrassend?



## Bevolkingspiramide

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# Meer tekort! Verrassend?



The Big Blue Hole....



# Meer tekort! Verrassend?



'Personeelstekort van 200.000 nu  
naar **600.000** in 2010!'  
Mercer/CB 010408

The Big Blue Hole.....





# Tip: Studentenprofielen



- idealisten
- vakgeïnteresseerden
- zelfontplooiers
- normatieveën
- statuszoekers



# Investering .....



**RENDEMENT!!**

A large black Euro symbol (€) is centered on the slide. Overlaid on it is the word "RENDEMENT!!" in a bold, red, sans-serif font, slanted upwards from left to right.

# Succes?



- Planning
- Actie
- Evaluatie (Goed?, Beter?)
- **Commitment!!**



# CPAE



➤ Commitment

➤ Planning

➤ Actie

➤ Evaluatie





INVESTORS IN PEOPLE

LINCOLN STEFFENS

I have seen the  
future and it works