

Project

Talent 4.0 Project aims to develop different resources to support Small and Medium Enterprises (SMEs) to apply modern Talent Management and Analytics in their business strategy and HR practice. Furthermore it wants to draw a strong contribution to bridge the gap between current VET practices and business needs.



This European project partnership

- performs an **investigation research** to find out about the current status of talent management practices and training needs of Small and medium Enterprises.
- collects available **talent management tools** and instruments for important Talent Management processes of SMEs
- develops and tests a special **Talent Management training programme** for HR responsibilities, business owners and managers

Learn more

Get in touch with us and start your talent management now!

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Partner Organisations

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IHK-Projektgesellschaft mbH
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TALENT MANAGEMENT
FOR INDUSTRY 4.0



The smaller the team,
the more important
the right line-up.

T4LENT

Background

European small and medium-sized enterprises do hardly use active talent management in their human resources actions at least not on a strategic level, however, the term “war for talents” is ubiquitous. European businesses (no matter which size) do have enormous needs in better talent management and especially the topic of talent analytics has been neglected so far:

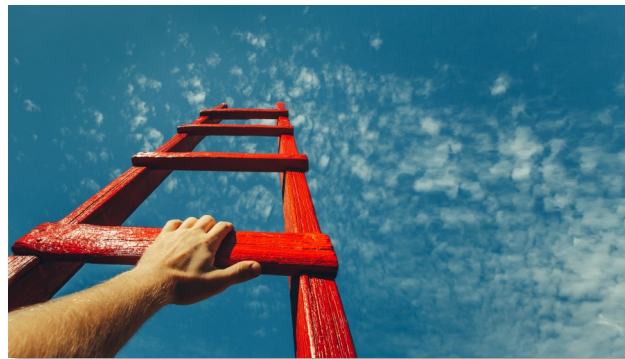
“Talent analytics is the foundation of all talent management initiatives. The most important talent management trends can be implemented, as they are fuelled by talent analytics. We would hope talent analytics would be mainstream by now, but unfortunately many organisations are still exploring the possibilities to use talent analytics.” (Tom Haak, talent management trends 2018 in: Zukunft Personal, September 2017)

Talent management could be and should be the answer from business to challenges of definition of competences, knowledge and skills, attitudes of persons, competences gathered through informal or non-formal learning, learning outcomes gained etc. With the approach of talent management (covering the whole process from talent identification, talent planning, talent development, talent evaluation) businesses could reflect and cover the concepts and results/achievements from the education (mainly VET) systems.



Attraction

Within any industry, it's essential to attract the top talent to your business. Ultimately, your employees can make or break your business, so the key to success is securing the right fit for your business, in terms of skills set and personality. What about managing talent activities under a digital approach?



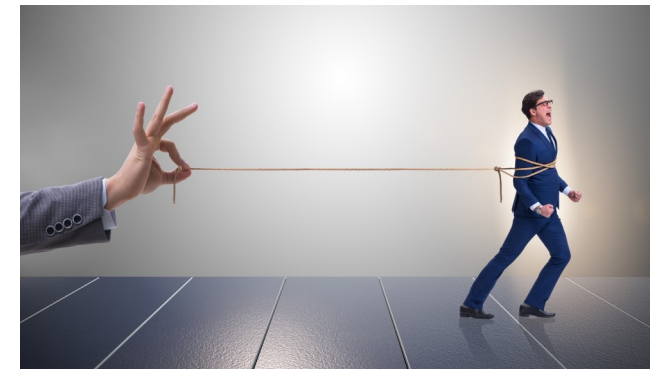
Development

Talent development within specific divisions of an organization needs to be developed with the real skills needs of all different company's departments in mind. Information and communications technologies are presented as an important tool for improve the training approach.



Motivation

Motivation plays an important role for employee job satisfaction and retention. Only motivated employees stay with the organization for long term. Employees feel secure through proper motivational techniques.



Retention

Focusing on employee retention, companies will retain talented and motivated employees who truly want to be a part of the organization and who are focused on contributing to the organization's overall success. The costs of employee turnover are increasingly high — as much as 2.5 times an employee's salary depending on the role.