

Do you recognize talent?

Talent 4.0 TOOLBOX

Talent Management and Analytics 4.0 for SMEs

The TALENT 4.0 partnership has developed a Toolbox featuring a selection of tools and resources specifically catered to SMEs and executives in order to help them become more efficient in Talent Management, in each of its specific pillars: Attract, Motivate, Develop, Retain.

From our experience, on the topic of talent management and analytics a vast number of instruments, checklists, tools and software instruments are available for use on the market. However, these tools are not all suitable for the business realities faced by SMEs, and they do not take into consideration their bespoke needs and requirements. Also the vast number of available instruments makes it difficult for SMEs to select appropriate instruments and generally it is simply too time consuming to test individual tools, to deduce how they can be applied and monitored in a company and to assess their relevance for the company.

As a result,, SMEs often miss out the opportunity to effectively incorporate talent management practices into their operations and further the efficiency and growth of their work. Talent 4.0 partners have come together to support and help SMEs. By browsing through the Toolbox, you will find an assortment of 23 tools and good practices organised in five pillars that include:

- Management Platforms /HR software
- Online guides and platforms
- Survey Tools
- Checklists
- E-Books
- Webinars—eCourses
- Podcasts

These tools, guides and good practices will advise and equip SMEs and their executives to effectively adopt Talent Management approaches.

You can find the English version of the Toolbox at the following link:

<https://t4lent.eu/index.php/talent-4-0->

**Toolbox
TALENT 4.0**

The online International Training Event of the TALENT 4.0 project took place from 4th of June till 2nd of July, involving over 20 trainers, specialists and professionals from the area of HR and Talent Management from Austria, Germany, Sweden, Ireland, Italy, Spain and Cyprus.

The training event provided professionals in this field with the opportunity to complete a blended-learning course that introduced participants to the modern approaches and tools of talent management.

The topics discussed during the online workshops were related to:

- Introduction to Talent Management: how SMEs can set up their own Talent Management Strategy,
- Talent Development: what SMEs can do to support talent development of their employees,
- Talent Attraction: Employer Branding and how SMEs should be using this concept to achieve their goals,
- Motivation and employee performance: what motivates employees and what SMEs can do to build company culture and employee job satisfaction,
- Retain: Actions the employer should undertake in order to retain the talent of staff in the company.

Current TALENT 4.0 Activities

After developing the **training programme** addressed to SMEs and their HR staff, which aims to support them to implement and apply modern talent management practice in their company, TALENT 4.0 partners are working to run local pilot activities which will be open to 15 SME representatives in each partner country.

If you are interested in attending the training programme, please contact your local project partner.

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Project Partners



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