

Do you recognize talent?

International Online Conference: TALENT MANAGEMENT 4.0 IN TIMES OF PANDEMIC

On Monday 22nd of March the TALENT 4.0 International Conference took place online, hosted through Zoom, marking the successful conclusion of our project activities, and the official launch of the Talent 4.0 training package and results across Europe.

The event's aim was to support SMEs, HR professionals, CEOs and business advisors as well as coaches and educators in this field to navigate through this unsteady period of the COVID-19 pandemic, using suitable talent management practices and tools. During the course of this online event five experts from four EU countries provided SMEs and HR professionals with access to a range of tools and platforms that they can use to manage their employee attraction, motivation and retention practices

Originally, the final conference was to be held in Graz, Austria, in parallel with the international event Euroskills 2020. Unfortunately, with the COVID-19 pandemic, it was not possible to arrange this conference in person. However, the Talent 4.0 partnership did not give up and re-doubled their efforts in order to arrange a successful international online conference which provided the opportunity to present the Talent 4.0 core outputs to vocational education and training (VET) policy makers, professionals, VET-business partnerships and corporate VET experts from across Europe.

The Coordinator presented the [Talent 4.0 outcomes](#) developed by the consortium:

- ♦ **Research Report:** A study on current talent management practices and needs of SMEs in partners countries.
- ♦ **Talent 4.0 Toolbox:** A collection of different digital tools for all talent management pillars.
- ♦ **Talent 4.0 Training Programme:** five modules to support SMEs in setting up their talent management systems and improving their



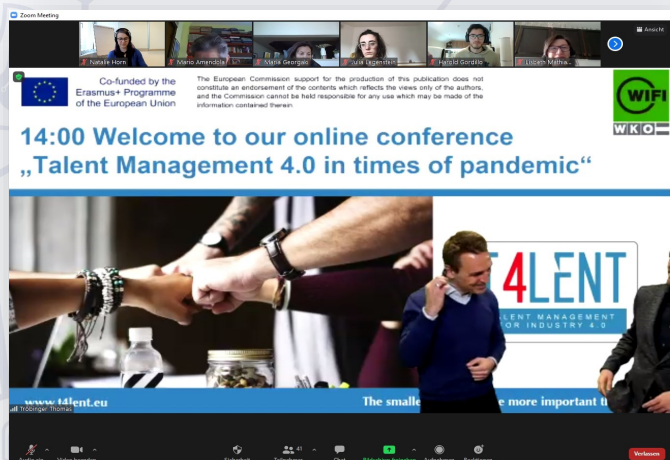
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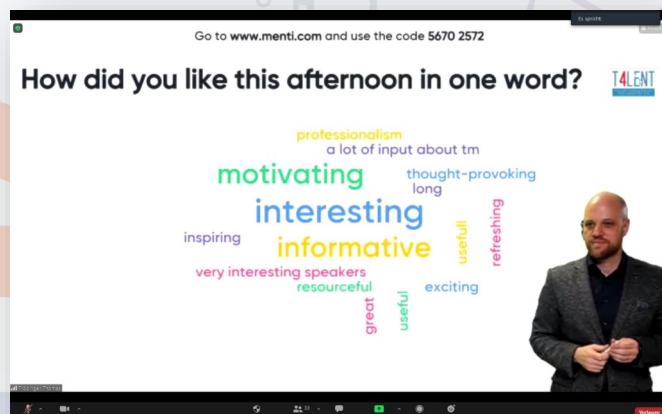


The conference started with a welcome note from Martin Neubauer, Head of WIFI, the project coordinator. It then continued by introducing the first keynote speaker, the Head of HR at Porsche Holding, Austria who explained why Talent Management 4.0 is the key for future challenges.



Even though the conference was online, the coordinator took advantage of digital tools, such as Mentimeter, to actively engage participants by giving them the opportunity to comment or ask questions.

The level of participants' satisfaction was very high, as shown from the comments left by participants through Mentimeter:



After this first speaker, Thomas Troebinger from WIFI presented an overview of the Talent 4.0 project. This was followed by a series of keynote addresses from experts from Spain, Italy, Germany and Austria, who talked about how HR processes are changing as consequence of the COVID-19 pandemic, with particular reference to the practices for attracting, motivating and developing employees during these uncertain times.

The number of people registered for the event was 110, of which approximately 60 were able to join and attend the conference on the day.

The Talent 4.0 project is coming to an end! However, the products developed by project partners over the past two and a half years are available through the project website <https://t4lent.eu/>, which will remain active into the future. These products are provided in all partner languages – German, English, Italian, Swedish, Spanish and Greek. Through our project website, companies, HR professionals, coaches and educators who are interested in talent management and would like to test some digital tools, included in the Toolbox, can access the full suite of training materials developed by the project team. Those who would like to follow the Talent 4.0 Training Programme, may contact the partner organisation in their respective country.

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