

Business context

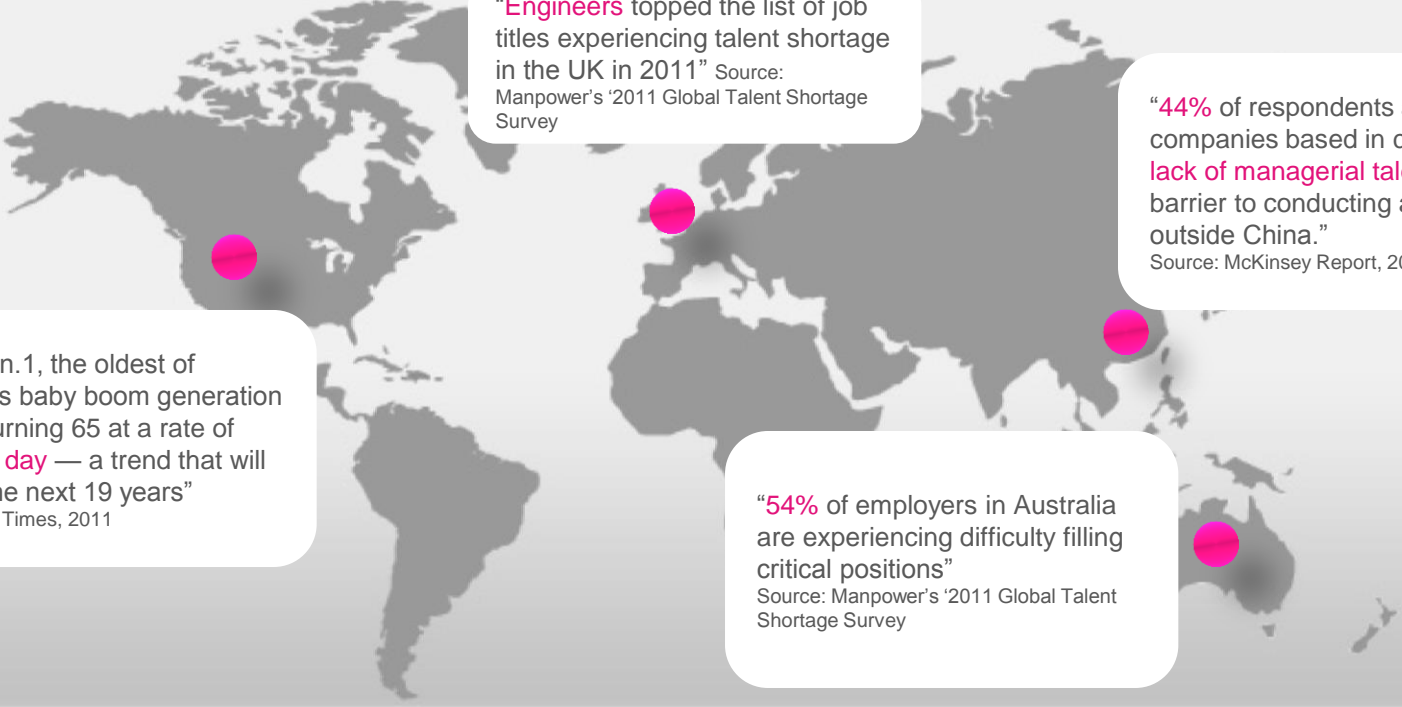
- **Unpredictable economical situation**
- **Mounting pressure to reduce costs and improve productivity**
- **Impact of new technologies**
- **Rapid changes**
- **New generation on the market**
- **Shortage of good candidates**



Reported talent shortages around the globe

Two thirds of CEO's believe they're facing a **limited supply** of skilled candidates

Source: PWC Annual CEO report 2011



"Engineers topped the list of job titles experiencing talent shortage in the UK in 2011" Source: Manpower's '2011 Global Talent Shortage Survey

"44% of respondents at companies based in china say a **lack of managerial talent** is a barrier to conducting activities outside China." Source: McKinsey Report, 2008

"As of Jan. 1, the oldest of America's baby boom generation started turning 65 at a rate of **10,000 a day** — a trend that will last for the next 19 years" Source: NY Times, 2011

"54% of employers in Australia are experiencing difficulty filling critical positions" Source: Manpower's '2011 Global Talent Shortage Survey

Challenges

Talent Acquisition

Hire faster and smarter, saving time and money, while increasing recruitment quality, productivity and retention



Volume Recruitment

Maximising quality, reducing attrition and improving time to hire



Graduate/College Recruiting

Finding the leaders of the future



Managerial & Professional Hire

Hiring people who drive business performance