

Future-Ready Talent

Building a Talent Pipeline for Sustained Business Success

Build a future-ready workforce that delivers business impact today and long-term resilience tomorrow. *Future-Ready Talent* by Tania Lennon and Ric Roi is a strategic guide for senior HR leaders, executives and business partners who must align talent pipelines with shifting organizational priorities. Written by experts from the world-renowned IMD Business School, it combines psychology, neuroscience, technology and academic research into a practical, evidence-based framework for securing the talent your business needs. With a clear focus on the demands of a rapidly changing world of work, this book shows why traditional HR approaches to talent development are no longer sufficient and how leaders can adapt to build sustainable, future-proof capability. You'll discover how to: - Redefine expertise, skills and knowledge in an AI-enhanced workplace - Apply advanced talent assessment and psychometrics for smarter decisions - Build diverse and inclusive talent pools that strengthen innovation - Balance buy-versus-build strategies to accelerate capability development - Manage succession planning across a multigenerational workforce Packed with global real-world examples, tools and actionable models, ***Future-Ready Talent*** gives you the insight and confidence to design a workforce strategy that strengthens leadership pipelines, drives organizational performance and secures competitive advantage. **Themes include:** talent strategy, succession planning, workforce diversity, future skills, HR leadership, organizational resilience

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