

## TALENT MANAGEMENT

### *Understand and motivate the new generation*

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How can we ensure that our best professionals choose to stay in our organization for longer and more committed? How to deal with this new generation that fits its professional component into a more comprehensive whole, namely in the family context, the extended concept of quality of life and even in terms of personal development?

The theme is not exactly new, and we have already seen remarkable transformations in different organizations. But in an objective analysis, what part of our business fabric is really preparing for what comes next? What should we pay attention to in a process of adapting people management?

MIND4TIME has a multidisciplinary team specialized and with several years experience in accompaniment of high performance teams in the national and international business fabric. We have observed two critical success factors: knowing the new culture and preparing the internal machine, including leadership.

The purpose of this Communication is to reflect on the impact and the innovative and effective character of this team's intervention in leadership performance and talent management.

Briefly: times have changed. The talents want more out of your life. Want protagonism and achievement in the professional arena, but balance it with other equally important components. To be able to retain these professionals will increasingly understand the motivational specificities of the new generations in general, and of each individual in particular, flexibilizing and customizing the available offer, in terms of remuneration conditions, but mainly in the contribution formats. Preparing the bosses and work management mechanisms for this new mindset will be as mandatory as complex and will include some painful breaks with the traditional assessment and performance monitoring and motivation format. In particular, it will require harder measure if leaders are doing well in this area. And those who are not looking forward to this, may well risk seeing their most valuable employees migrate to more innovative stops, maybe in the competition.