

GLOBAL SURVEY FINDINGS

A recent Korn Ferry survey of more than 600 talent acquisition professionals worldwide finds dynamic changes in business and a lack of focus on the future are impacting the way they do their jobs.

SHORT  
VS.  
LONG  
TERM  
HIRING



Short  
attention  
span:

Immediate needs overshadow long-term business goals.

83%

agree they have a long-term talent acquisition plan that ties directly into their strategic business plan.

But

40%

admit they plan out just six months for future hiring needs and 16 percent say they plan only for immediate needs.

82%

say that when it comes to finding talent, it's a challenge to meet current business needs while planning for long-term business goals.



It's difficult because...

57%  
say business leaders are only focused on the short term.



21%  
say they don't have the staff to do both.

22%  
said they don't know what the long-term goals are or what kind of talent will be needed.

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*It is true that the changes in business imperatives have never been more frenetic, but it's critical that organizations work to predict future talent needs and either hire or retrain existing employees to meet the challenges of tomorrow.*

- Kay Cooper, Korn Ferry managing director, Recruitment Process Outsourcing, EMEA.

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Nearly  
 $\frac{2}{3}$   
rds

61%

Almost half

say that it is more important to hire people who can adapt to changing business needs in the future vs. hiring people who can fit immediate vacancies.

say that when considering the fast-changing environment and tougher competition for talent, they invest more in upskilling their existing employees than recruiting externally.

of the respondents say they have formal training programs in place to upskill their employees.

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We help clients synchronize strategy and talent to drive superior performance. We work with organizations to design their structures, roles, and responsibilities. We help them hire the right people to bring their strategy to life. And we advise them on how to reward, develop, and motivate their people.

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